



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 06 September 2011

To: All Heads of Delegations

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

Today I have circulated my Annual Evaluation Report on the Implementation of the 2004 Action Plan for the Promotion of Gender Equality.

I will present the report to the Permanent Council on Thursday, 15 September 2011.

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

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Foreword

The present report has been prepared in accordance with MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality, which stipulates that the Secretary General shall present to the Permanent Council an annual evaluation report on gender issues in the OSCE¹.

The report analyses the extent to which the commitments articulated in the Gender Action Plan that are within the purview of the OSCE executive structures have been put into practice. It marks progress in and identifies challenges to the implementation of tasks and activities, and provides recommendations to address these challenges. By assessing the progress of the OSCE's structures, policies and programmes, the report also serves to as an instrument to raise awareness of gender issues more broadly, and to assist the OSCE and its participating States in using available assets and opportunities in the most efficient way.

It is my hope that participating States will use the report, as envisioned in the Action Plan, as a point of departure for a broader discussion devoted to gender issues and the promotion of gender equality throughout the OSCE area as a whole. This year has seen many changes, and with transition comes opportunity. Going forward, the OSCE and its participating States will benefit from examining the commitments and benchmarks of the Action Plan, reflecting upon where we have been and examining where we must go. A strong Action Plan must be rooted in a diagnosis of the current situation, and this report should serve as a springboard for a deeper dialogue on the 2004 OSCE Action Plan for the Promotion of Gender Equality.

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

The report includes activities for the promotion of gender equality and staff statistics covering the period from 1 May 2010 to 1 May 2011. It is structured according to the three main areas of the Gender Action Plan: 1) gender mainstreaming within the Organization; 2) gender mainstreaming in programmes and activities; and 3) gender-specific projects in the six priority areas defined in the Gender Action Plan.

Evaluation reports submitted by the Office for Democratic Institutions and Human Rights, the Office of the High Commissioner on National Minorities and the Office of the Representative on Freedom of the Media, as well as staff statistics, are included as annexes².



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OSCE Secretary General

¹ Last Secretary General's evaluation report can be viewed under <http://www.osce.org/gender/>

² Project matrixes from field operations can be viewed in DocIn under:

<http://docin.osce.org/docin/llisapi.dll?func=ll&objId=19933943&objAction=browse&viewType=1> .

Executive summary

Introduction

This Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality for the period of 1 May 2010 to 1 May 2011 is organized according to the three areas of the action plan: gender mainstreaming in the OSCE structures and in the working environment; gender mainstreaming of OSCE programmes, projects and activities; and progress in the six priority areas of the Gender Action Plan. The current report shows continued positive results in the number of women in management positions in the OSCE, reaching 31 per cent as of 1 May 2011, with nominations of women for seconded positions remaining at 36 per cent, the same as in the previous reporting period. Similarly, the number of women applying to P5, D1 and D2 positions, while gradually increasing over the last years, remains at 28 per cent – the same as reported last year. Progress can be noted in the gender balance achieved throughout the hiring process (from nominations to short/long list placement, to employment) during this reporting period and in the achievements made in the short-listing and selection of candidates.

Thematic gender mainstreaming remains satisfactory in projects and programmes within the third dimension, and there was an increase in the number of projects integrating gender within the economic and environmental dimension. There was a decrease, however, in projects incorporating a gender perspective within the first dimension.

OSCE structures provided support in the implementation of activities across all six priority areas of the Action Plan. Going forward, we face the challenge of maintaining momentum and expanding our efforts to continue to make progress toward gender equality in the OSCE structures and in the participating States.

Findings

1. From May 2010 to May 2011, a total of 43 staff/mission members were trained on gender concepts and gender mainstreaming in projects/programmes. 336 new staff/mission members took part in the gender session at the General Orientation Programme.
2. In May 2011, 31 female and 15 male staff served as gender focal points in the OSCE, including two Deputy Heads of Mission, one Deputy Head of Institution and one Head of Mission. The gender focal point system is valuable but the concept needs to be strengthened as factors such as high staff turnover, insufficient time to devote to gender mainstreaming and the lack of thematic authority and seniority among the majority of gender focal points seriously jeopardize their efforts.
3. Thirty-seven female and eight male staff members are currently benefiting from flexible work time arrangements in the Secretariat. In the reporting period, 23 staff members utilized paternity leave, eleven individuals utilized maternity leave and another eight utilized leave without pay in connection with maternity leave.
4. During the reporting period there was one formal mediation case and five formal complaints on the basis of allegations of harassment, sexual harassment or discrimination. All cases were considered by the Secretary General or respective HoI/HoM in accordance with required procedures.
5. Women occupy 48 per cent of professional positions (NPOs, P1 to P4, S and S1 to S2), an increase from the 46 per cent reported last year, continuing an upward trend.
6. During the reporting period, the overall proportion of women holding senior management positions reached 31 per cent, a slight increase from the last reporting period's 30 per cent and notably higher than the 24 per cent reported in 2009.

7. The number of women applying for P5, D1 and D2 positions remains steady at 28 per cent of all applicants, the same as in the previous reporting period but significantly higher than the 21 per cent reported in 2009.
8. As in previous years, the higher the level of the advertised seconded position, the lower the number of female nominations by participating States. The percentage of women nominated for S1 and S2 positions slid to 35 per cent (from 37 per cent during last reporting period), and for S3 and S4 positions, the figure decreased even further to 21 per cent (from 27 per cent during the last reporting period).
9. The total percentage of women seconded to the Organization on 1 May 2011 was 42 per cent, an increase from last year's 39 per cent.
10. Posts of Heads and Deputy Heads of Mission continue to be occupied predominantly by men, with no women among the 17 Heads of Mission and three among 11 Deputy Heads of Mission³. The lack of progress in this area remains disconcerting – since the establishment of OSCE field operations there have been only four women among the 115 Heads of Mission appointed.
11. Progress in gender balance continues among the OSCE Institutions. The number of women in professional positions at ODIHR has increased, to 41 per cent in May 2011, from 38 per cent in May 2010. The HCNM has seen an increase in female staff members from previous years, with 5 women among 15 professional staff, compared with the previous year when there were 2 women among 14 professional staff. As last year, the Representative on Freedom of the Media (RFoM) is a woman,⁴ and women occupy four of the six professional positions in the office.
12. Similar to the previous year, the percentages of men and women in the various thematic areas remain unbalanced. Men and women were similarly represented in areas of democratization, human rights and related fields, but women were nearly absent within the first dimension, where all positions within military affairs are held by men and only 6 of 52 civilian police positions are held by women. Men, on the other hand, are underrepresented in areas such as media affairs, where 78 per cent of personnel are women, and rule of law, where men constitute only 35 per cent.
13. Field operations have continued to increase efforts to mainstream gender perspectives in their projects. This year, they reported a total of 265 projects where gender issues were integrated, in comparison to 218 projects reported last year, and 146 in 2009. As was the trend in previous years, the majority of projects integrating a gender perspective were observed in the human dimension of the OSCE's work. Additionally a growing number of field operations have focused on integrating a gender perspective in the second dimension—for example, through concentrated efforts in promoting women's economic empowerment. There is, however, a decrease of projects in the first dimension that integrated gender mainstreaming.
14. As in the previous reporting period, the overall increase of projects — in particular, second dimension projects — incorporating a gender perspective is worth noting. However, of the reported 265 gender mainstreamed projects, 87 projects showed no gender aspects apart from the presence of women among the project team or trainees. Going forward, it remains true that increased attention to meaningful inclusion of a gender perspective should move beyond the mere participation of women towards integrating gender in each step of the project cycle.
15. The Gender Section has continued to utilize tools and technical assistance to provide support to field operations, and in particular has focused on areas such as economic empowerment of women and preventing domestic violence. Information exchange and good practices from the field continue to be showcased through a quarterly electronic

³ At time of reporting DHOM position in Moldova was vacant.

⁴ This is the second time in the history of the OSCE that a woman is heading an institution. ODIHR had a female head between 1994 and 1997.

newsletter⁵, *The Gender Monitor*, launched in March 2010. In connection with the compendium of trends and good practices in women's entrepreneurship, the Gender Section organized a conference in March 2011 on *Women's Entrepreneurship in the OSCE: Trends and Good Practices*.

16. As in the previous reporting period, tools and initiatives developed by the OSCE to promote gender equality continue to be shared widely within the Organization and with the international community (e.g. UN, EU, CoE, NATO), various foundations and NGOs, advancing the profile of the Organization.

Conclusion

During the reporting period, the OSCE saw positive achievements and continued progress toward the implementation of the commitments contained in the 2004 OSCE Action Plan including:

- an increase in the number of qualified women seconded and contracted for senior management positions;
- continued improvements in the professional work environment, including development of the mediation roster and equal access to leave related to childbirth;
- an increase in the overall number of projects implemented by the OSCE structures incorporating a gender perspective;
- advancement in all six priority areas of the Action Plan.

These achievements are commendable and demonstrate the continued commitment to the promotion of gender equality within the OSCE's structures. However, it remains critical that efforts are made to sustain and build upon this momentum — in particular, with further improvements in the politico-military and economic and environmental dimensions.

The OSCE has advanced in the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, but as shown in this report, challenges remain. Generally, it is difficult to make tangible progress on gender equality in the absence of well-defined quantitative and qualitative targets, clear timelines, and monitoring and accountability mechanisms. This report details the degree of progress solely in OSCE executive structures, as mandated by participating States. Its findings are discussed once a year very briefly in the Permanent Council. Review of the implementation of the Gender Action Plan within the participating States themselves, however, remains superficial, generally limited to a few minutes in the HDIM each year to report on progress:

Therefore, seven years after the approval of the Gender Action Plan, the moment has come for participating States to consider revising the content, structure and monitoring mechanisms of the Plan. Participating States and the incoming Chairmanships should consider updating the Plan thoroughly with regard to time-bound indicators (or at least benchmarks), more concrete mechanisms for monitoring implementation, and a sound accountability system with clear responsibility and objectives for each level of stakeholders in the political bodies, in order to revitalize the efforts of pS to make further progress in the implementation of the Gender Action Plan.

Finally, it is important that incoming Chairmanships maintain the momentum for gender equality that has been created by the last four successive Chairmanships, consolidate the good results, tackle remaining challenges and continue supporting the role that the OSCE plays as a unique actor on security in the Euro-Atlantic and Eurasian region for the benefit and with the contribution of women and men, and boys and girls.

⁵ The Gender Monitor: <http://www.osce.org/gender/publications.html>.

1. Progress made in the Mainstreaming of Gender in OSCE Structures and Working Environment⁶

1.1. Capacity Building on Gender Issues for OSCE Staff

The DHR/Training Section organized two three-day training sessions on gender mainstreaming between 1 May 2010 and 1 May 2011, training 43 participants from the Secretariat, Institutions and Field Operations. The General Orientation Programme continued to include an hour-long session on Gender Issues in the OSCE. During the reporting period, 336 OSCE staff/mission members participated in the Programme.

Some Field Operations have made great efforts to mainstream gender issues within their programmes. The Mission to Serbia holds monthly coordination meetings between departments to discuss gender mainstreaming initiatives. The Mission in Kosovo (OMiK) includes a separate session on gender mainstreaming in its introduction programme for all new mission members. Furthermore, in June 2010, OMiK organized training on gender mainstreaming for 20 of its mission members. The Gender Focal Points of the Office in Yerevan offered a gender training session to all office staff to promote a gender-sensitive working environment.

1.2. Management

The Gender Action Plan assigns special responsibility to — and requires the active leadership of — senior management in its implementation.⁷ Several Field Operations, such as the Centre in Bishkek, the Mission in Kosovo and the Office in Baku have implemented this recommendation by appointing their Heads of Mission or Deputy Heads of Mission as gender focal points. It is very encouraging to see senior management putting such an emphasis on gender policy, provided that they have the time and resources to follow through with initiatives for practical implementation.

Other aspects of management policy are reflected in management styles that allow and incorporate flexible work schedules, telecommuting and encouragement to make use of available maternity and paternity leave entitlements. During the reporting period, 37 female staff and 8 male staff in the Secretariat have utilized flexible working provisions (i.e., staggered working hours, job-sharing, part-time work and telecommuting). This can be compared with the previous reporting period, during which 30 female staff and 14 male staff used flexible working hours. These working arrangements have not been implemented across the OSCE, despite the demand and initiatives of local staff representatives in some Field Operations and Institutions, and the applicability of Staff Instruction (SI) 27.

1.3. The Professional Working Environment

As a standard part of the General Orientation Programme, the Staff Regulations and Staff Rules, and Instructions are introduced to new OSCE staff. Staff Instruction (SI) 21/2006 on discrimination, harassment, and sexual harassment and its related formal and informal processes is emphasized. Staff members are not only familiarized with the SI but also informed about the means and policies for identifying and reporting potential violations.

Between May 2010 and May 2011, 29 staff members (19 male, 10 female) of a total of 43 outgoing Secretariat staff, took part in exit interviews. Only one of the departing individuals cited harassment as the reason for leaving, and this case did not result in a formal complaint.

A total of five formal complaints were reported by Field Operations and the Secretariat in the reporting period, all of these alleging harassment and one also alleging sexual harassment. There was one case of formal mediation during 2010. While these numbers may seem to be a good indicator and relatively low, it could be misleading as these data are based only on reported formal cases and do not provide a complete picture of the status of the professional working environment in the OSCE. Although it is difficult to collect data on informal complaints or attempts to resolve conflict

⁶ Gender Action Plan, Section III A.

⁷ Gender Action Plan, paragraphs 14, 15, 17, 26.

in the workplace, occasions when staff members have consulted trusted persons among their peers or in management have been observed.

The Mediation Co-ordination Team continues to be comprised of the DHR Deputy Director and both DHR gender focal points, and it co-ordinates the network of mediation focal points in the field operations and Institutions. The Mediation Co-ordination Team collects statistics on violations of the terms of the professional working environment. In 2010 the Team established a roster of six certified external mediators who would be available to assist in cases of conflict in the Organization. A brochure on mediation was also drafted and is in the final stages of development.

Efforts should be made to maintain high levels of awareness, especially within senior and middle management on organizational policy and available mechanisms for a professional working environment. There is a need to review the methods of data collection, and to ensure protection against retaliation.

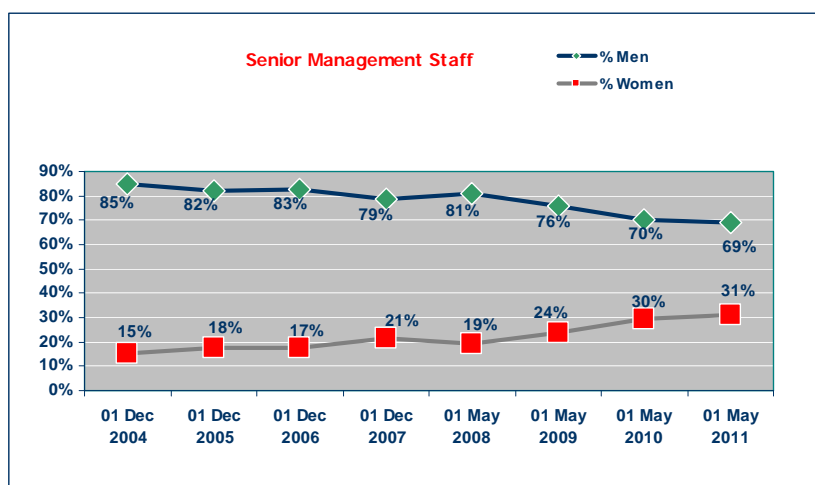
1.4. Gender Balance in Professional and Management Positions⁸

As stipulated in the Gender Action Plan⁹, the Secretariat shall prepare annual statistics showing the current distribution of women and men by category of posts at each level. Detailed sex-disaggregated statistics can be found in Annex I. The statistics attached to this report show the representation of women and men in the OSCE executive structures as of 1 May 2011.

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

In May 2011, the **total number** of OSCE staff in all categories was 2,638, with women representing 46 per cent¹⁰. The percentage of women in **professional** positions (National professional officers, P1 to P4 and S, S1 and S2) reached 48 per cent, a slight increase from last year's 46 per cent.^{11 12}

The report also confirms a consistent trend of an increasing number of women at professional and management levels.



⁸ Note that comparisons from year to year are not an accurate representation, as the population and vacancy notice rates fluctuate. Additionally, statistics do not take into account qualifications of candidates.

⁹ Gender Action Plan, paragraph 31.

¹⁰ Annex I, table 1.

¹¹ The number of nominations of women is affected by a number factors including the number of vacancy notices, location of the post, sphere of field of work and number of vacancy notices in previous years etc.

¹² The Preparatory Commission for the Comprehensive Nuclear-test-ban Treaty Organization (CTBTO) recently published information on the proportion of women in professional positions at various international organizations in their biannual publication Spectrum. The OSCE tops the list (with 40 per cent), compared with UNIDO (32 per cent), CTBTO (29 per cent), IAEA (23 per cent), and OPCW (23 per cent). It should be noted that the OSCE statistics cited in the CTBTO report cover positions from P1 to p5. A full copy of the publication can be found at <http://www.ctbto.org/publications/spectrum-publication/spectrum-issues-2010-and-onward/issue-16-may-2011/>.

The number of women in senior management positions (S3+ and P5+) account for 31 per cent (women hold 46 of 149 filled positions), a very slight increase in relation to May 2010, when women occupied 30 per cent (44 posts of 149), and to May 2009 with 24 per cent.

As of 1 May 2011, all **Head of Mission** positions were held by men. Of **11 Deputy Heads of Mission**, three were women (in OSCE Centre in Astana, OSCE Office in Baku and OSCE Mission to Skopje¹³.)

The percentage of women working in **field operations** has slightly increased from the last two years in both the general service (43 per cent) and professional (50 per cent) categories. The representation of women in management positions in field operations has dipped slightly to 28 per cent in May 2011 from 29 per cent in May 2010. In 2009, however, the Mission to Skopje had only men occupying S3 positions. As at May 2011 women occupied three of the seven S3 positions.

The **Secretariat** has also seen a slight elevation in the number of women in management positions, increasing from 8 of 25 existing senior management positions as of May 2010 to 9 of 26 positions in May 2011. The number of female secondees increased substantially, to a total of 15 of 39 (38 per cent), compared with 10 of 42 (24 per cent) in May 2010¹⁴.

The number of women in professional positions at **ODIHR** has increased from 38 per cent in May 2010 to 41 per cent in May 2011. The number of men in general service categories dipped slightly, from 28 per cent in May 2010 to 26 per cent in May 2011¹⁵. Similar to the last two years, women occupied two of the seven filled senior management posts.

HCNM has also seen a slight increase of women from previous years, with 5 women among 15 professional staff¹⁶, compared to 4 women of 14 professional staff in May 2010. The **Representative on Freedom of the Media** is a woman¹⁷. Of the six professional positions at the office of the RFoM, four are occupied by women¹⁸.

Finally, between 1 May 2010 and 1 May 2011, one female DHoM was replaced by a man, one male DHoM was replaced by a man, one male Director (Management and Finance in the Secretariat) was replaced by a man, and two male Directors (Office of the HCNM and Human Resources in the Secretariat) were replaced by women.¹⁹

Analysis of Gender Balance by field of expertise

Because of differences in how field operations structure job categories and titles, data on gender balance by field of expertise offers only a general picture of the work carried out by women and men in the OSCE²⁰. However, this is sufficient to capture trends in the representation of women across thematic areas.

The percentages of men and women in the different thematic areas have remained almost the same as last year in some categories and have seen dramatic shifts in others. Men and women are similarly represented in the areas of democratization, human rights and related fields, but with regard to positions in the first dimension, representation is extremely unbalanced. Akin to last year's statistics, all positions within military affairs are held by men, and only 6 of 52 civilian police positions are occupied by women. Additionally, political affairs has only 25 per cent representation of women, as does Administration and Support. Men are underrepresented in the areas of media affairs and rule of law, where more than two thirds of personnel are women.

¹³ Annex I, table 11. The Deputy Head of the OSCE Centre in Astana does not appear in the statistics as such, because she is rated in IRMA as S4.

¹⁴ Annex I, table 5.

¹⁵ Annex I, table 6.

¹⁶ Annex I, table 7.

¹⁷ This is the second time in the history of the OSCE where a woman is heading an institution. ODIHR had a female Director between 1994 and 1997.

¹⁸ Annex I, table 8.

¹⁹ The new Director for Human Resources was appointed on 12 June, outside of the reporting period and is therefore not included in statistical data for the period.

²⁰ Annex I, table 17.

In 2010, the Gender Section, in co-operation with the Department of Human Resources, PPIS, SPMU and other units, developed a database entitled *GenderBase*, which was launched under <http://genderbase.osce.org/>. *GenderBase* is a targeted initiative to gather suitable profiles of female professionals with expertise in first dimension areas, underlining the importance of diversifying ways of attracting qualified women to apply for OSCE posts.

Analysis of Nominations and Secondments by participating States

On 1 May 2011, the OSCE had 455 **seconded** staff from 46 participating States, of which 42 per cent were women, a meaningful increase from last year's 39 per cent²¹.

Between May 2010 and May 2011, 49 participating States and Partners for Co-operation submitted 2,395 **nominations** for 214²² seconded vacancies, continuing the upward trend in nominations compared to the previous two years. However, this increase should be viewed with the understanding that a number of participating States are not ready to offer salaries to their secondees, leaving them instead to rely on the Board and Lodging Allowance paid through the Unified Budget. The percentage of women among the nominees remains steady at 36 per cent during the reporting period. This figure, as in the past two years, remains below the 40 per cent female nominations reached during the period January 2007 to May 2008²³.

Among those countries that nominated nationals for seconded positions, the percentage of women nominated varies drastically. For example, there were 2 women among 11 Russian nominations, while there were 7 women among 11 Armenian nominations. Among those countries that nominated the highest number of staff, Italy had 43 per cent among 239 nominations; the United States had 38 per cent women among 135 nominations; Austria had 38 per cent women among 160 nominations; Canada had 36 per cent among 157 nominations; the United Kingdom had 30 per cent women among 258 nominations; Bulgaria had 20 per cent women among 189 nominations; and Turkey had 20 per cent women among 133 nominations.

As in previous years, **the higher the grade of the seconded position, the lower the percentage of women nominated**. The percentage of women nominated for S1 and S2 positions slid to 35 per cent (from 37 per cent during last reporting period), and for S3 and S4 positions, the figure decreased even further to 16 per cent (from 27 per cent during last reporting period). With regard to countries nominating candidates for management positions (S3 and S4), Italy continues to nominate a relatively high percentage of female candidates (53 per cent), as does Spain (44 per cent), Sweden (42 per cent), Slovakia (62 per cent), the United States (38 per cent), Romania (42 per cent), Poland (53 per cent), and Greece (50 per cent), while others, such as the United Kingdom (14 per cent), Hungary (22 per cent), Turkey (20 per cent) and Bulgaria (3 per cent), had significantly lower percentages.

The positive trend of the last two years of a relative gender balance throughout the hiring procedure (from nominations to short/long list placement, to employment) continued during this reporting period. Data from May 2010 to May 2011 showed that 50 per cent of all female nominees (for Field Operations, Secretariat and Institutions) were included on long lists, 9 per cent on short lists and 7 per cent ultimately hired. Among male nominees, 51 per cent were long listed, 8 per cent were included on short lists and 5 per cent were hired²⁴. This may indicate a trend in the advancement of equally qualified female candidates throughout the hiring procedure.

Given the non-career nature of the OSCE, and the relatively high turnover rate, some vacillation in the cumulative gender discrepancy figures is to be expected. However the trend continues to show a growth in the percentage in women nominated: up to 55 per cent from 53 per cent last period²⁵. Despite the fact that the overall proportion of all female secondees in the Secretariat, Institutions and Field Operations was 44 per cent as of 1 May 2011, female candidates were more likely to be hired once nominated; 54 per cent of female candidates were hired in the last period, in comparison to

²¹ Annex I, table 15.

²² This number includes HoM and DHoM positions.

²³ Annex I, table 14.

²⁴ Annex I, table 21.

²⁵ The number of nominations of women is affected by a number of factors including the number of vacancy notices, location of the post, sphere of field of work and number of vacancy notices in previous years etc.

their male counterparts. A consistent, well-balanced policy by the DHR, supported by hiring managers, can, in the long term, result in a sustainable and balanced gender policy.

Analysis of the Recruitment for Contracted Posts

During the reporting period, 270 contracted positions were advertised, resulting in a total number of 16,417 applications, of which 44 per cent were submitted by women²⁶.

The number of women applying to P5, D1 and D2 positions has gradually increased over the last years. In this reporting period, that figure remained at 28 per cent – the same as reported the year before. Although there is no way to find a direct causal relationship, this positive trend may have been influenced by the proactive distribution of management vacancy notices to a broader network of professionals working on gender and diversity in international organizations, as well as the higher visibility of the OSCE on gender-related events in Vienna, in the field, and with international partners.

For administrative (G) positions, women constituted 55 per cent of applicants, 62 per cent of those short-listed and 59 per cent of those employed. For professional (P and D) positions, women represented 40 per cent of applicants, 50 per cent of those short-listed and 54 per cent of those eventually hired.

The data from the past two years seem to indicate that the OSCE is attracting an increasing number of suitable female candidates to various vacancies (seconded and contracted) and that participating States are in turn slightly increasing their nominations of women to seconded positions, which both lead to increasing opportunities for female candidates.

Recruitment to Professional and Management Posts (P and D)

Year	Applied		Shortlisted		Recruited	
	Men	Women	Men	Women	Men	Women
2006	65%	35%	65%	35%	74%	26%
2007/08*	66%	34%	64%	36%	73%	27%
2009	61%	39%	69%	31%	66%	34%
2010	62%	38%	62%	38%	62%	38%
2011	60%	40%	50%	50%	46%	54%

* From 1 January 2007 to 1 May 2008.

Composition of interview panels

The Action Plan stipulates that interview panels should, where possible, be gender-balanced²⁷. The statistics on interview panels for professional positions this year show a continuation of more balanced representation of men and women than those reported in 2010, with the average panel comprising 42 per cent women and 58 per cent men during this reporting period.²⁸

The Secretariat has achieved a fairly balanced proportion of women in interview panels, with 43 per cent in all panels, and the ODIHR had 61 per cent women reflected in interview panels. However, panels taking place within field operations are usually established with an overall slightly lower representation of women. The OSCE Centre in Ashgabat and the OSCE Presence in Albania, for example, there was 25 per cent female representation on interview panels during the reporting period, and at the Mission to Bosnia and Herzegovina had 26 per cent female panel members.

²⁶ Annex I, table 20.

²⁷ Gender Action Plan, paragraph 29.

²⁸ Annex I, table 23.

Designation of Heads and Deputy Heads of field operations and Institutions

Between May 2010 and May 2011 there were four open vacancies for Head of Mission positions. Women represented only 14 per cent of the nominees, with 2 of 14 nominations. This represents a serious decline from the 30 per cent of female nominations reported in the last Secretary General's report. However, as of 1 May 2011, only two HoM positions had been filled, in both cases by men.²⁹

There were two open vacancies for DHoM, with seven per cent of the nominees being women (1 of 15), none of which were hired. This is a decrease from 30 per cent women nominees in the reporting period ending May 2010, when one woman was hired of two DHoM positions filled.

Since the establishment of OSCE field operations, there have been 115 Heads of Mission appointed,³⁰ only 4 of whom were women. In the same period, there have been 70 total appointments of DHoM, 10 of whom were women (14 per cent). Since the establishment of the Secretariat and the three Institutions (the Representative on Freedom of the Media, the High Commissioner for National Minorities and the ODIHR), there have been 15 appointed Heads of Institution, with only two of them thus far being women.

Heads and Deputy Heads in the Secretariat, Institutions and OSCE field operations, by sex, since establishment of executive structures

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n/a	4	n/a	0
ODIHR	3	4	0	1
High Commissioner on National Minorities	2	3	1	0
Representative on Freedom of the Media	1	2	0	1
TOTAL	6	13	1	2

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Baku	3	5	1	0
Office in Yerevan	3	4	1	0
Minsk Conference		2		0
Office in Minsk ³¹	3	5	1	0
Mission to Moldova	9	11	0	0
Project Co-ordinator in Ukraine	1	5	0	0
Centre in Almaty/Astana	1	7	2*	0
Centre in Ashgabat		4		1
Centre in Bishkek	1	4	1	0
Centre in Dushanbe / Office in Tajikistan	6	8	0	0
Project Co-ordinator in Uzbekistan		5		0
Mission in Kosovo	5	5	0	0
Mission to Bosnia and Herzegovina	6	5	0	0
Mission to Skopje	1	5	1	0
Mission to Serbia	6	4	1	0
Mission to Montenegro	2	1	0	1
Presence in Albania	2	6	2	0

²⁹ Annex I, table 21.

³⁰ Annex I, table 26.

³¹ The Office in Minsk closed on 31 March, 2011.

Mission to Croatia / Office in Zagreb	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED		8		0
Latvia – CLOSED		2		0
Estonia – CLOSED		3		1
TOTAL	62	111	10	4

*since 2008, IRMA staff report classified DHoM in Astana as S4. Hence, the number “2” under Centre in Almaty/Astana DHoM.

1.5. Conclusion

The General Orientation (GO) programme, which is designed as an introduction to the Organization and its work for all newcomers to the OSCE, includes a brief introduction to gender issues. In addition to the GO programme, the DHR/Training Section increased the number of intensive gender training courses. Furthermore, a need was identified for customized capacity-building on gender mainstreaming for field operations and the project will be implemented by the Gender Section beginning June 2011.

Flexible working arrangements are being used by staff, in the form of staggered work hours, job sharing and telecommuting. However, these arrangements have not been implemented across all OSCE structures and field operations.

The number of formal complaints alleging violation of the professional working environment (SI 21) in all OSCE institutions and field operations has remained low, and comparable to previous years. During this reporting period, there were a total of five formal complaints reported, with all of these cases alleging harassment and one also alleging sexual harassment. Additionally, there was one case of formal mediation during 2010. However, in order to provide additional options for resolving challenging working environments, the Mediation Co-ordination Team which coordinates the network of mediation focal points in the field operations and institutions has recently established a roster of six certified external mediators who are available to mediate cases of conflict in the organization. A brochure to raise awareness of the availability of mediation has also been drafted and, as of the drafting of this report, is in the final stages of development.

During this reporting period, the OSCE staff selection process has continued to make progress toward gender balance within the Organization. Women currently hold 48 per cent of professional positions and 31 per cent of senior management positions, a significant increase from 2009 when women represented 24 per cent. Meaningfully, as of 1 May 2011, 42 per cent of the OSCE’s seconded staff (from 46 participating States) were women. The percentage of women nominees to seconded positions remained at 35 per cent, comparable to last year’s report. Additionally, as in previous years, the higher the grade of the seconded position, the fewer women were nominated. The percentage of women nominated for S3 and S4 positions slid to a disappointing 21 per cent during the reporting period. Overall the trend continues, however, of increased gender balance throughout the hiring procedure, from nominations, to short and long list placement, to employment.

There continues to be limited progress in the area of recruitment of women within the first dimension, with no women in military affairs and minimal representation of women in the security sector and civilian police. Through raising staff awareness of the *GenderBase* and through additional recruitment efforts, it is hoped that this situation will improve in the next reporting period.

The advancements made to achieve overall gender balance within the OSCE must be continued, and improvements are still needed in the areas of senior management and across thematic fields. The continued lack of women at Head of Mission level and their minimal representation at the Deputy Head of Mission level remains to be addressed by participating States.

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

The Gender Action Plan stipulates that participating States, the Secretariat, Institutions and Field Operations shall ensure that a gender perspective is integrated into OSCE activities, programmes and projects³². The Gender Action Plan further recognizes that gender mainstreaming requires consistent attention to the implications of the Organization's activities for men and for women, in the context of the three dimensions: the politico-military, economic and environmental and human dimensions.

2.1. Gender Mainstreaming in the Three Dimensions

Field operations reported a total of 265 projects where gender issues were integrated, in comparison to 218 during the prior reporting period, 146 in 2009 and 106 in 2007-2008. However, of the reported 265 gender mainstreamed projects, 87 projects showed no gender aspects other than the presence of women among the project team or trainees.³³

While designing and implementing projects, increased attention should be given to more substantial and sustainable inclusion of gender issues in each step of the project cycle as well as in its outputs and outcomes. The approaches of individual Field Operations to gender mainstreaming vary widely. Some, such as the Mission in Kosovo and the Office in Yerevan, actively include components in their project that analyse gender issues, while others view the fact that women are included in project implementation as sufficient to consider those projects gender mainstreamed.

A compilation of gender mainstreamed projects with the information received from field operations and structured by the three dimensions is available in Doc-In;
<https://docin.osce.org/docin/llisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name>

Projects in field operations including a Gender Aspect by Dimension and Budget Period from 1 May 2010 to 1 May 2011

Dimension	Total Number of Projects	Projects with Budget Information	Projects with Budgets under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender Mainstreamed Projects
Politico-Military	39	15	7	31,972.00	6,329,743.50
Economic and Environmental	43	31	12	108,883.00	3,303,856.00
Human Dimension	183	149	84	549,468.71	8,453,320.03

2.1.1. Politico-Military Dimension

The first dimension of the OSCE includes a broad spectrum of traditionally male-dominated fields including policing, conflict prevention and arms control. It is crucial that a gender perspective be integrated into these areas, as it not only enhances the effectiveness of the security sector but also increases the legitimacy of these activities. For the reporting period from May 2010 to May 2011, field operations carried out a total of 39 projects with a gender aspect within the politico-military dimension. Of the 39 projects reported, 16 referred to the inclusion of gender as the presence of women among beneficiaries, project staff or partners.

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

³³ Statistics cited in the report are based on the *number* of projects, without regard to their size, budget, duration or other factors that might more accurately measure their impact, nor does it include the total number of all OSCE projects (gender mainstreamed and not gender mainstreamed). Consequently, the figures do not necessarily indicate definitive trends within the OSCE

During the reporting period, the assistance provided by OSCE field operations to their host countries in the integration of a gender perspective within the politico-military dimension incorporated a wide range of activities, focusing on security sector reform and involving the police and/or border security services. These activities aimed at establishing a gender balance within the security forces, developing and providing appropriate training for police officers and implementing operational concepts such as police-public partnerships.

A number of Field Operations, including the Office in Yerevan, the Centre in Bishkek and the Mission to Montenegro, supported initiatives incorporating gender issues into their community policing programmes. In order to serve a community effectively, a police service must be as diverse as the people it seeks to protect, requiring the participation of both men and women. The Office in Yerevan assists in the effort to promote the entry of women into the Police Academy. In the framework of the Armenian Action Plan for Reforming Police, the Office has supported the incorporation of gender mainstreaming and gender sensitivity into its training and educational programmes. The Centre in Bishkek supported the establishment of the Women Police Association in Kyrgyzstan. The Mission to Montenegro, in its Community Policing Programme, is actively supporting the recruitment of women to serve as contact officers for communities. The Mission has actively addressed the difficulty in identifying female candidates for contact officer posts and suggested a change in the selection criteria. The Mission in Kosovo implemented programmes enhancing the role of civil society, addressing in particular the needs of female members of the communities in police reform and local safety committees.

Incorporating a gender perspective into police training was another common theme for projects undertaken by the Field Operations. The Mission to Montenegro, the Mission to Serbia and the Office in Yerevan, contributed to gender-sensitive police training projects. For example, the Office in Yerevan promoted the role of women in policing, and the Office in Baku contributed to the development and publication of a gender mainstreaming manual to be used in community policing programmes.

Arms control and confidence-building measures are areas not often thought of in terms of gender issues. However, the inclusion of both women's and men's experiences in areas traditionally dominated by men can ensure that strategies and initiatives are both balanced and inclusive. During the reporting period, the Mission to Montenegro supported programmes that sought to ensure a better inclusion of women in the demilitarization of arms stockpiles. The Mission to Serbia organized a series of training sessions for Civil Society organizations on security sector reform (SSR) where women's overall participation in SSR was discussed. The Mission also supported a public discussion on the draft National Action Plan on UNSCR 1325 and, in a separate event, gathered representatives from the security sector institutions to explain gender mainstreaming and how to work with it in their every day work.

Border control is another area that is traditionally seen as very male dominated and technical, with little need to include gender perspectives. However, border control, by nature, must be highly sensitive to gender specific concerns (e.g. cultural attitude towards questioning women and searching women) for a border guard service functioning in accordance with relevant OSCE commitments. The Centre in Bishkek supported the incorporation of the ODIHR Gender Toolkit in the training manual for the Border Guard Service in southern Kyrgyzstan. The Office in Tajikistan supported initiatives to include a gender perspective in the area of border management. The Border Management Staff College continues to develop its gender perspective in its training curricula, in which one full day to discuss gender issues and gender balance has been included. These initiatives will contribute to creating a foundation for border security – both the legislative framework and availability of qualified staff – that is comprehensive and effective. The Office in Tajikistan published a needs assessment report on the training capacity of Tajik Border Troops and included gender in the training curricula. The Project Co-ordinator in Ukraine paid special attention to the particular situation of women in providing assistance for the social integration of discharged military personnel.

In April 2009, seventeen participating States³⁴ committed themselves to expanding the scope of their replies to the questionnaire on the OSCE Code of Conduct on politico-military aspects of security. Sixteen participating States have provided an overview of their activities dealing with the issue of

³⁴ Canada, the Czech Republic, Denmark, Estonia, Finland, Germany, Iceland, Ireland, Latvia, Lithuania, the Netherlands, Norway, Portugal, Slovakia, Sweden, Switzerland and the United Kingdom.

Women, Peace and Security. They provided information on topics such as the representation of women in their armed forces, gender training activities and gender mainstreaming policies. Highlighting progress and indicating areas where continued efforts are most needed is an important first step in achieving a gender-inclusive security strategy that is both comprehensive and sustainable.

2.1.2. Economic and Environmental Dimension

From May 2010 to May 2011, field operations have reported 43 projects in the Economic and Environmental Dimension where gender issues have been incorporated. The majority of projects considered to be gender mainstreamed (29 of 43) referred to the integration of gender aspects only in the sense of having women participating in activities or as project staff.

Field Operations continued to implement meaningful projects aimed at advancing women's economic empowerment. The Centre in Bishkek, the Office in Montenegro, the Mission in Kosovo, the Centre in Ashgabat and the Office in Yerevan also reported progress on promoting women's economic rights, such as women's access to microloans, women's entrepreneurship, and the inclusion of women's rights in agricultural laws and strategies. The Centre in Bishkek embarked on an initiative for the empowerment of women where training was conducted on the involvement of women in business development and an information campaign about women's economic rights was launched. As a result of this small project, 20 women in Chui province received microloans after completing the trainings. The Centre in Ashgabat supported rural women's economic empowerment by generating alternative income by providing business support to rural women in the form of workshops and daily consultation over 5 months; as a result, participants increased their knowledge on entrepreneurship, eco-tourism, environmental awareness. The Office in Yerevan continued to support sustainable economic development and democracy in Armenia, with a focus on the Syunik region, through support for the operation of women's resource centres, which increased participation of local women in economic life. The Mission in Kosovo continued to advance women's rights with respect to inheritance by holding a workshop to increase awareness of relevant stakeholders of the pertinent legislation and human rights principles guiding the issue of women's inheritance rights. The Mission to Montenegro was active in promoting equal opportunity for women in the economic sphere through several projects supporting local (municipal) action plans for gender equality. Specifically, computer skills trainings were organized for unemployed women, and female entrepreneurs from Montenegro participated in a national conference called "Potential of Montenegrin Women in Business and Science". In this national conference on female entrepreneurs, female owners and managers of successful companies in Montenegro gathered to discuss their perspectives, to network, and to present their work. Going forward there is an initiative to develop a national strategy for female entrepreneurship under the Ministry for Human and Minority Rights – Department for Gender Equality, with Municipal Gender Focal Points and the Association of Business Women of Montenegro.

OSCE field operations such as the Office in Baku, the Mission to Montenegro, the Mission to Serbia, the Office in Yerevan and the Office in Tajikistan increased activities to promote gender equality in the environmental sphere during this reporting period. The Office in Baku actively solicited the participation and opinions of women's organizations on environmental and security issues and integrated them into the design and implementation of the Civic Action for Security and Environment Programme. The Mission to Montenegro targeted women participants and experts in its numerous environmental awareness raising and capacity-building activities. The Mission to Serbia completed and disseminated a "Gender and Waste Management" publication that outlines the importance of having female representation on management boards and waste planning units. The Office in Tajikistan embarked on a capacity-building project for women leaders on preparedness for emergency situations and natural disasters, and the Office in Yerevan has a majority of women in positions of leadership in the Promotion and Maintenance of the Public Environmental Information Centres in Armenia (Aarhus Centres), as well as significant representation of Women's Development Associations among projects implemented through its Civil Actions for Security and Environment Small Grants Programme.

The Office of the Co-ordinator for Economic and Environmental Activities (OCEEA) continued to promote gender mainstreaming in all phases of the project planning cycle. The OCEEA continued to expand its activities in the field of gender-sensitive migration; holding the final two of three training

cycles for professionals and policy makers on the issue of gender and labour migration in Astana and Vienna respectively. In September 2010, the Russian version of the *Trainers Manual on Gender and Labour Migration* was produced by the OCEEA in partnership with ODIHR, and was then launched at the second training seminar on Gender and Labour Migration, in Astana. Additionally, in September 2010 the OCEEA began a project to build institutional capacity of officials in EurAsEC countries to harmonize migration data collection, with an eye on gender-disaggregated data.

The Office of the Co-ordinator for Economic and Environmental Activities (OCEEA) continued to advance gender mainstreaming within its Work Programme of Environment and Security (ENVSEC) Initiative. Special efforts were put forward to ensure gender balance in at all stages of project cycle. The OCEEA also continued its efforts to encourage gender mainstreaming within the framework of its activities in support of Aarhus Centres. In this respect, due consideration was given to overcoming barriers to women's access to environmental information and participation in environmental decision-making. Efforts were put forward to ensure gender balance in Aarhus Centre advisory board/management structures and in Aarhus Centre activities, particularly those related to public participation in environmental decision-making, including the environmental impact assessment processes. The participation of women's NGOs in the awareness-raising and training activities were encouraged. The OCEEA also continued to promote gender mainstreaming within the framework of its CASE (Civic Action for Security and Environment) NGO Small Grants Programme. Gender and youth issues are incorporated into the eligibility criteria for selection of projects as well as for selection of the grantee NGOs.

2.1.3. Human Dimension

Field Operations reported 183 projects in the Human Dimension where a gender perspective had been incorporated. Of those 183 gender mainstreamed projects, 42 projects referred to the integration of gender aspects only in the sense of having women participating in activities or as project staff.

Field Operations continued to provide support for the integration of a gender perspective in legislation, in combating human trafficking, promoting non-discrimination and equal opportunities, strengthening leadership and increasing women's public participation and decision-making. While the number of projects incorporating gender has reached a record high, making them too numerous to mention in this report, examples included illustrate the efforts and progress made in this arena. The Centre in Bishkek embarked on an awareness-raising and educational campaign to prevent domestic violence and forced marriage, while the Office in Baku began activities to support the implementation of the Law on the Prevention of Domestic Violence. The Mission in Kosovo offers continuous assistance to the Women's Caucus of the Assembly of Kosovo in order to address issues of concern to women through the legislative and policy agenda of the Assembly of Kosovo. Several Field Operations undertook activities designed to strengthen the meaningful participation of women in Parliament, for example through the use of Women's Caucuses. The Mission to Moldova held a roundtable aimed to increase the participation of women in political life in Moldova prior to the their November 2010 Parliamentary elections. The Mission to Bosnia and Herzegovina is engaged in numerous human dimension projects with a gender component, including a large scale capacity-building, prevention and victim prevention and support project for combating trafficking in human beings, working within the Judicial and Legal Sector Reform Section to improve war crimes proceedings involving sexual violence, and to raise awareness about the 2009 Law on the Prohibition of Discrimination.

The Presence in Albania and the Mission in Kosovo organized capacity-building activities specifically on gender equality related matters. In Albania, for example, strategic efforts were made to build the institutional capacity of the Albanian National Council on Gender Equality, and collaboration with the Ministry of Labour, Social Affairs and Equal Opportunities (MoLSAEO) and the Directorate for Equal Opportunities and Family Policies in Albania has been very successful in mainstreaming gender equality at the national level. The Mission in Kosovo has been active in implementing many projects within the human dimension, such as: the promotion of non-discrimination and equal rights for disadvantaged people in Kosovo, with special emphasis on persons with disabilities, women and children; gender responsive local governance in the Prishtinë/Prishtina region; empowerment of women in local decision-making structures; and awareness raising of Roma, Ashkali and Egyptian women and youths on health care. Similarly, the Mission to Serbia implemented several projects

and activities, including regional conferences, roundtables, presentations and a brochure on gender equality, to promote non-discrimination and equal opportunity.

2.2. Gender mainstreaming in Operational Support

As gender mainstreaming intersects all dimensions in the OSCE, the operational support by the Secretariat is important for the successful implementation of the commitment to incorporate a gender perspective in the overall work of the Organization.

External Co-operation and the Gender Section continue to liaise closely on developments in partner organizations related to gender policies. Reports of meetings with partner organizations (such as the UN, the EU, NATO or the CoE) are shared with the Gender Section if they contain a gender component. During visits to the OSCE by external organizations, External Co-operation systematically includes a briefing of the Gender Section in the programme. In the OSCE/NATO staff level meeting it was agreed that a side-meeting would be held on a regular basis to discuss and coordinate gender issues and initiatives.

A new initiative was taken to enhance the co-operation and synergy among international agencies working on gender mainstreaming and UNSCR 1325. The OSCE, NATO, EU, UN (in particular UNWomen) and CoE have met regularly to update each other on training in the field of gender mainstreaming, and to discuss publications and activities with regard to gender in the security field. The co-operation is envisaged to increase the efficiency of support regarding gender mainstreaming of the various organizations' field presences and to strengthen the implementation of UNSCR1325.

The Office of Internal Oversight (OiO) continues to integrate gender issues in its substantive audit work. Wherever relevant, gender related observations and recommendations are included in audit reports. Evaluation methodology used by the OiO incorporates internationally accepted evaluation techniques directed at gender mainstreaming. In the reporting period, OiO conducted an evaluation of the secondment system with an aim to integrate gender issues into its substantive audit work.

The OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings (SR-CTHB) promotes gender equality as an essential part of all anti-trafficking actions and programmes.

The Conflict Prevention Centre (CPC) has appointed a total of three gender focal points from the Programmes of Direction & Management, Operations Service and Policy Support Service. The CPC continues to mainstream its debriefing process for senior officials in the field operations. Heads and Deputy Heads of Field Operations are encouraged to reflect on how their particular operations include a gender perspective in programmes and projects and to pinpoint problems that arise in identifying qualified female staff for vacant posts. In its programmatic work, the CPC continues to ensure that special attention is paid to mainstreaming gender into activities and budgets. The CPC encourages OSCE Field Operations to highlight gender mainstreaming activities in their programmatic and planning documents and in regular reports to the participating States.

2.2.1. Gender Aspects of Press Reporting

The Press and Public Information Section (PPIS) and Field Operations are tasked, under the Gender Action Plan, with encouraging gender-balanced reporting and highlighting — as appropriate — meetings, seminars, special events, reports, case studies and developments related to the implementation of the OSCE commitments on gender equality. Press and public information officers, as well as web designers, take special care to use gender appropriate language in press releases, and the Highlights electronic newsletter and PPIS senior management make sure that gender mainstreaming is reflected in all PPIS projects.

During the current reporting period, 59 press releases were issued on gender-related topics and sent to media and/or general e-mail subscribers³⁵, reflecting a 30 per cent increase from the previous reporting period. Two feature stories were published on the website³⁶, and on the occasion of

³⁵ Numerous others have included gender issues where they were relevant.

³⁶ "OSCE facilitates primary education for girls from vulnerable communities" (OMiK, November 2009), "Empowering women economically promotes gender equality" (OiY, December 2009), "OSCE Office in Baku promotes gender rights and equality"

International Women's Day, PPIS highlighted the OSCE's work on gender issues on its webpage. The first issue of the OSCE Magazine in 2011 included a number of items marking the 100th Anniversary of International Women's Day, along with several other articles highlighting conferences, activities and staff working on gender equality initiatives.

PPIS encourages press and public information focal points in field operations to integrate gender in their daily work; from taking photos, to organizing press conferences, and drafting press releases, feature stories and other texts for various publications. When designing the Annual Report, the editor and graphic designer proactively selected photographic images reflecting gender diversity, with efforts made to show women actively participating in OSCE events as speakers, experts and specialists.

2.2.2. Measures to Intensify Gender Mainstreaming

During this reporting period, the Gender Section has intensified its efforts to support OSCE structures in their efforts to integrate a gender perspective into their activities. The secondment of a Gender Officer by Sweden and an Adviser on Gender Issues by the United States has allowed the Section to work at near-capacity, with one full-time staff member assigned to the first, and one full-time staff member assigned to the second dimension of the OSCE's work.

The Gender Section designed numerous activities and projects to support the OSCE Institutions and Field Operations. These activities included the development of additional tools for gender mainstreaming, capacity-building, providing technical assistance and advice, facilitating the exchange of good practices, and promoting gender balance in management positions and across thematic areas.

The Gender Section continued to publish the electronic quarterly newsletter, *The Gender Monitor*. This e-newsletter, developed in March 2010, was designed to facilitate the exchange of gender-related information and practical experiences throughout the OSCE. Contributions to *The Gender Monitor* continue to be provided by the Secretariat, Field Operations and Institutions. Thus far, four issues have been widely disseminated throughout the OSCE structures, covering the topics of women and security, the 10th anniversary of UNSCR 1325, and women's economic empowerment. The fifth issue is scheduled for July 2011 and will discuss men's involvement in gender equality initiatives, echoing analyses and good practices from a recent publication by the Gender Section entitled "Mending Gender Inequalities: Men and Gender Equality in the OSCE Region" to be printed in June 2011. On 8 March 2011, the 100th anniversary of International Women's Day, the Senior Adviser on Gender Issues organized an event to recognize women ambassadors and women in senior management within the OSCE. Attendees shared information and perceptions about gender and the professional work environment, challenges, and the process of gender mainstreaming within the OSCE, widely acknowledging that there is still work to be done to promote gender equality within the Organization.

Building on the efforts made in the prior reporting period, the Gender Section continued to advance gender mainstreaming within the economic and environmental dimension. In March 2011, the Gender Section organized an international conference, entitled *Women's Entrepreneurship in the OSCE: Trends and Good Practices*. This important event brought together over 100 women from over twenty countries to discuss the impact on security of continued gender inequalities in the business sector, challenges and good practices of associations and networks of women entrepreneurs, innovative solutions by the private sector to encourage women entrepreneurs, and examples of economic reforms by States to support women's economic growth.

Field operations reported using several available gender tools in their work designing and implementing projects with a gender perspective. This included *Filling the GAPS: Guidelines on Gender Mainstreaming*; *Bringing Security Home: Combating Violence Against Women*; *Gender Matters in the OSCE-CD Toolkit*; *Gender and Environment*; *Guide on Gender Sensitive Labour Migration Policies* and the fact sheet *Integrating a Gender Approach to Police-Public Partnerships*. Field Operations continue to report that tools are most useful within the third dimension, but

(Office in Baku, 8 March 2010) and "OSCE Mission to Serbia encourages minority women to participate in the National Minorities council elections" (Mission to Serbia, March 2010.)

increasingly report usefulness in the first dimension as well. Additionally, Field Operations report that technical assistance and advice have been most useful within the first and third dimensions.

During this reporting period, the Forum for Security Co-operation (FSC) and the Security Committee held events dedicated to gender issues. In June 2010, a special session of the Security Committee was devoted to the issue of systematic inclusion of women in all security and peace related activities. In September 2010, the roundtable organized within the FSC security dialogue session raised the issue of how to involve women in police, small arms and in implementing UNSCR 1325. The session was designed to explore ways of breaking the gender stereotype that excludes women from security debates and make them valid partners in the work toward peace and security. These important events are meaningful steps towards including a gender perspective in the first dimension.

Nearly all Field Operations continue to report progress in mainstreaming gender in the OSCE structures and working environment, activities, policies, programmes and projects of the three dimensions, and in the 6 priority areas of the Gender Action Plan. Several report significant progress in these areas, and three report that no change has been noticed in these areas over the past year.

During this reporting period, in response to requests from Field Operations for more in-depth training, the Gender Section developed a specialized capacity-building project to provide on-site technical assistance that will be customized for the selected Field Operations. In partnership with expert consultants, the Gender Section will work with selected Field Operations to develop gender-mainstreaming capacity-building sessions and an online coaching module to assist in deepening the skills of mission members. As of 1 May 2011, the Gender Section completed the recruitment process for the consultancies and will be implementing this project during the next reporting period.

The *GenderBase*, a database of female police and military experts, was launched during the last reporting period at <http://genderbase.osce.org>. The Gender Section continues to maintain this valuable tool for the first dimension and is actively promoting it with the OSCE, participating States and stakeholders.

2.3. Conclusion

Progress continues to be made in the area of integrating a gender perspective into the policies, programmes, projects and activities of the OSCE. The number of projects incorporating a gender perspective remains relatively steady compared with the prior reporting period, with 265 projects reported as being gender mainstreamed. In order to increase the effectiveness and efficiency of projects in all three dimensions; the OSCE must maintain the positive trend of actively integrating a gender perspective in these spheres.

In the prior reporting period, it was concluded that further capacity building on how to mainstream gender in all three dimensions of the OSCE comprehensive security framework at the field level was needed³⁷. In the next reporting period the Gender Section will complete a project designed to deliver just that. But that is just the beginning: additional tools, technical assistance, advice and support are necessary if we are to continue to deliver on the OSCE's commitment to the promotion of gender equality.

³⁷ The Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, September 2010, p.24.

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

The Gender Action Plan lays out six priority areas as a basis for the OSCE Secretariat, Institutions and field operations when developing plans and programmes to assist participating States in the promotion of gender equality³⁸. The priority areas have been established as a framework for action on key thematic areas where disparities between men and women are particularly marked. Depending on the specific contexts, programmes within each priority area are also complemented or strengthened according to identified gaps and opportunities for promoting gender equality³⁹.

3.1. Ensuring Non-Discriminatory Legal and Policy Framework

The OSCE assists participating States in complying with international instruments and appropriate legal guarantees for the promotion of gender equality in line with international and OSCE commitments. To this end the OSCE works towards strengthening the legal and policy framework that promotes gender equality, reviews legislation, provides recommendations on policy and institutions, and offers additional assistance to participating States and other relevant stakeholders⁴⁰.

During the reporting period, several participating States took notable measures to reinforce the policies and structures that guarantee the rights of women.

Several field operations such as the Office in Tajikistan, the Presence in Albania, the Mission in Kosovo, the Mission to Skopje and the Mission to Montenegro have all provided support in the implementation of non-discriminatory legal and policy frameworks. The Mission to Montenegro continued its support for the strengthening of the Ombudsman's capacity as the National Preventive Mechanism on anti-discrimination. The Mission to Moldova facilitated and contributed to ODIHRs legal review of draft legislation on anti-discrimination and gender equality. It also provided input on the Moldovan National Action Plan on gender equality.

The Centre in Astana has focused its efforts on supporting activities that dealt with the recommendations stemming from the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and helped with the dialogue between key state actors and the civil society sector as the CEDAW shadow report was prepared.

The Mission to Bosnia and Herzegovina, the Office in Baku and the Project Co-ordinator in Ukraine were active in strengthening the legislative framework surrounding domestic violence and the structures for its implementation. The Office in Baku supported the effective implementation of new legislation on domestic violence, targeting key stakeholders involved in the process, particularly legal professionals. The Gender Section assisted in identifying an international expert who conducted a needs assessment and produced recommendations regarding the effective implementation of the new legislation. In 2010, the Office in Baku supported the adaption of multi-actor protocols on co-operation in domestic violence cases in seven locations.

Women's inability to access crucial resources has been recognized as a significant obstacle for gender equality. During the reporting period, several Field Operations have made efforts to surmount this obstacle and ensure equitable access to resources. The Presence in Albania and the Mission in Kosovo supported their respective host authorities in their efforts to ensure that men and women have equal access to property and inheritance rights. The Project Coordinator in Uzbekistan supported capacity building of women farmers to ensure their access to resources.

3.2. Preventing Violence against Women

In accordance with the Gender Action Plan and MC.DEC/15/05 on Combating Violence against Women, the OSCE continued to assist participating States in developing programmes and activities aimed at the prevention of all forms of gender-based violence⁴¹. During the reporting period,

³⁸ Gender Action Plan, paragraph 44 (a)-(h.)

³⁹ For complete information on the implementation of the priority areas, see project matrixes in [Doc-In: https://docin.osce.org/docin/llisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name](https://docin.osce.org/docin/llisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name).

⁴⁰ Gender Action Plan, paragraph 44 (b.)

⁴¹ Gender Action Plan, paragraph 44 (c.)

activities dedicated to raising awareness of violence against women, supporting victims of violence and legislative initiatives on violence against women continued to be conducted⁴².

Field operations were most active in the area of prevention initiatives, providing numerous and meaningful awareness-raising programmes. The Centre in Bishkek continued its project dedicated to prevention of domestic violence and bride kidnapping by embarking on awareness-raising campaigns, trainings, seminars and workshops. The Mission to Moldova engaged in awareness-raising activities for the prevention of trafficking and domestic violence, including a social theatre project that reached over 7,000 viewers. Additionally, the Mission to Moldova continued to hold monthly roundtables to improve social services and strengthen dialogue and cooperation between civil society organizations serving victims of domestic violence and human trafficking in Transdnistria and implemented a 16-Day Campaign against Gender Violence, holding a high-level event to raise awareness of best practices.

Field Operations implemented a number of projects specifically designed to support and protect victims of gender-based violence, providing concrete assistance to women and girls in the OSCE region. The OSCE Centre in Ashgabat continued its support to combating domestic violence and expanded its awareness-raising activities by providing educational seminars to support victims. The Centre in Bishkek, through a Counselling and Rehabilitation Centre, was able to provide practical legal, medical and psychological assistance to victims of bride kidnapping and domestic violence. The Gender Programme in the Office in Tajikistan worked with special police units on responding to domestic violence, improving system responses to victims in the absence of laws criminalizing domestic violence.

In addition to providing critical support in the areas of prevention of violence against women and protection of victims, several field operations supported the implementation of preventative legal mechanisms. The Centre in Astana supported the implementation of the Law on the Prevention of Domestic Violence and held a conference on “Supporting the Implementation of the Law on Prevention of Domestic Violence: Raising Awareness and Sharing International Experience.” The Mission to Moldova continued to train judges, prosecutors and lawyers on human rights standards and new legislation on domestic violence and human trafficking. The Mission reports that this project resulted in raising the capacity of 150 judges, prosecutors and lawyers and this improved system response has led to more cases being reported to law enforcement agencies, courts and social assistance services, as well as a sharp increase in protective orders issued by the courts.

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

MC.DEC/7/09 on Women’s Participation in Political and Public Life is a tangible representation of the OSCE’s commitment to promoting women’s equal participation in democratic processes and political life. The OSCE continues to utilise its resources to assist participating States in prioritising the inclusion of women in all aspects of political and public life.

The Presence in Albania is encouraging the host country government to incorporate gender mainstreaming into its budget. Since 2008 the Presence has implemented a project which focuses on raising awareness about women in their roles as voters, candidates and decision-makers - thereby enhancing women’s participation in public and political life.

The Centre in Bishkek and the Mission in Kosovo have continued their work with women’s political caucuses and organized capacity building opportunities for women leaders to enhance their skills in lobbying and political affairs. The Mission in Kosovo also supported continued networking efforts between women within the caucus.

Missions in Southeast Europe support a regional network of female parliamentarians. The annual meeting for regional female parliamentarians was held in Montenegro in June 2010 and discussed the regional implementation of UNSCR 1325, as well as women’s role in the security sector.

Several Field Operations such as the Office in Baku, Mission to Moldova, Office in Tajikistan and Mission in Kosovo integrated a gender perspective by highlighting women’s role as voters, as well as women as candidates for elected posts. The Mission to Bosnia and Herzegovina had an advisory

⁴² Gender Action Plan, paragraph 44 (c.)

role within the Central Election Commission and has encouraged changes in the electoral framework to facilitate the increased participation of female candidates. The Office in Yerevan helped to facilitate public debate around the issue of electoral quotas for women.

Women's role in the media is essential to how the advancement of women's rights is seen by the public; therefore, several field operations have included a gender approach in their work with local media. The Office in Baku worked with local media outlets to discuss how gender issues, such as equality and domestic violence, are covered through a gender-sensitive approach. The Mission to Moldova hosts regular media coordination roundtables. The last roundtable, held in April 2011 on media coverage of elections, contained a component on monitoring media coverage from a gender perspective.

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

The OSCE Gender Action Plan⁴³, in accordance with UNSCR 1325 on the role of women in the prevention of conflicts and post conflict reconstruction along with MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, calls on participating States to include women in all these areas. Having recognized women's participation as an integral part of the empowerment of women in the politico-military dimension, the OSCE is committed to providing assistance to participating States in creating commensurate opportunities for women to participate in the promotion of peace and security.

The Office in Baku and the Centre in Bishkek initiated projects to improve gender mainstreaming within their community policing programmes through developing a gender manual and organizing roundtables with law enforcement and civil society members. Several field operations, such as the Centre in Bishkek and the Mission to Skopje, supported Women's Police Associations and their work in raising awareness of gender issues in the police force, and equal professional opportunities and development. The Mission to Serbia supported the inclusion of women and gender issues in the Basic Police Training programme, as well as supporting the establishment of the Southeast Europe Women Police Officers Network.

Several field operations have included gender issues in their co-operation with their host governments' security sectors. The Mission to Bosnia and Herzegovina supported the introduction of gender issues in the annual work plan of the BiH Parliamentary Commissioner. The Mission to Kosovo actively supports the inclusion of women in defence sector reform. The Mission to Serbia organized seminars for staff from security sector institutions to explain the concepts of gender mainstreaming and how they fit into their fields of expertise. The Mission also supported the MoD in organizing public discussions on the National Action Plan for the implementation of UNSCR 1325. The Mission to Moldova co-operated with local and international partners on a national information campaign to combat violence against women and to include women in conflict prevention and discussions of UNSCR 1325. Additionally, for the first time in Moldova a high-level event discussed the role of women in peacekeeping, conflict prevention and conflict resolution.

Following the tensions and violence in Kyrgyzstan in June 2010, the Centre in Bishkek included women in confidence-building measures. Women mediators participated in a network that sought to enhance inter-ethnic dialogue. Women leaders were also used in reconciliation processes to address the levels of aggression among stakeholders.

The Gender Section is preparing a conference on UNSCR 1325 which will look at how action plans by states, international organizations and civil society organizations can be developed and further the implementation of the resolution. The conference will be held in Sarajevo on 27 to 28 October 2011 and is organized with the cooperation of the Mission to Bosnia and Herzegovina.

⁴³ Gender Action Plan: Paragraph 44 (f.)

3.5. Promoting Equal Opportunity for Women in the Economic Sphere

The OSCE is mandated, under the Action Plan, to promote equal opportunity for women in the economic sphere. As such, the OSCE executive structures are to include a gender perspective, analyse obstacles and develop projects to assist women in fulfilling their economic potential. This includes activities designed to address discrimination in access to and control over resources (e.g., inheritance rights) as well as promoting women's entrepreneurial and other work-related skills needed for successful employment.⁴⁴ During this reporting period, the OSCE implemented numerous initiatives to promote equal opportunity for women in the economic sphere.

The Gender Section at the OSCE Secretariat implemented activities dedicated to promoting women's entrepreneurship during the reporting period, including producing the publication *Women's Economic Empowerment: Trends and Good Practices on Women's Entrepreneurship in the OSCE Region*. In March 2011, building on the collection of good practices, the Gender Section, in partnership with the Lithuanian Ministry of Social Security and Labour and the Gender Studies Centre of Vilnius University, held an international conference specifically dedicated to Women's Entrepreneurship in the OSCE Region. This conference included nearly 100 experts from 26 countries exchanging information on challenges and opportunities for women's economic empowerment. The Gender Section continued to support field operations and the Office of the Co-ordinator of Economic and Environmental Affairs (OCEEA) in mainstreaming gender in economic projects and raising awareness of the important link between women's economic empowerment and the security of States in the OSCE region.

The OSCE Centre in Ashgabat continued to support rural women's economic empowerment through workshops and daily consultancies on entrepreneurship, ecotourism and alternative income-generating sources. The Office in Baku provided legal advice to women as part of its small and medium enterprise development activities, as well as providing training on legislation and legal procedures for women entrepreneurs. The Centre in Bishkek provided training and an awareness-raising campaign on the involvement of women in business development, which showed immediate results of 20 women receiving microloans. The Office in Yerevan continued its project to strengthen women's entrepreneurship skills and self-employment opportunities in the Syunik region, including further activities for women in the hospitality sector.

The Mission in Kosovo advanced women's economic rights by continuing to promote women's inheritance rights, focussing on the Dragash/Dragaš region during this reporting period. Government and civil society stakeholders attended a workshop by the Mission on equal rights related to property and inheritance discussed the challenges facing women, the lack of awareness of their rights and the need for further education and outreach activities.

The Office of the Co-ordinator of Economic and Environmental Affairs, in co-operation with the OSCE Centre in Astana, the Government of Kazakhstan, IOM, ILO and UNWomen continued to promote gender-sensitive labour migration policies through a second regional training event in Astana in September 2010. A total of 60 government officials and policymakers from Central Asian countries took part in the training designed to raise awareness of the main challenges faced by female labour migrants, highlight some of the gender gaps in migration policies, and provide possible solutions.

3.6. Building National Mechanisms for the Advancement of Women

The OSCE, through the work of ODIHR and field operations, is mandated under the Action Plan to provide support for the democratic institutions advancing gender equality within the participating States, and to facilitate dialogue and co-operation between civil society, media and government in promoting gender mainstreaming⁴⁵.

Substantial progress can be seen through the ongoing work of ODIHR⁴⁶, and several Field Operations continue to build the capacities of government institutions and strengthen legal mechanisms for gender equality.

⁴⁴ Gender Action Plan: Paragraph 44 (f.)

⁴⁵ Gender Action Plan: Paragraph 44 (g.)

⁴⁶ See Annex II for the ODIHR contribution to the Annual Evaluation Report on Gender Issues in the OSCE, May 2011.

The Presence in Albania continued to build the institutional capacities of the Albanian National Council on Gender Equality. Efforts to mainstream gender at the national level have been successful within the Ministry of Labour, Social Affairs and Equal Opportunities and the Directorate for Equal Opportunities and Family Policies. The Mission in Kosovo implemented a project to enhance the capacity of civil servants involved in legal drafting and gender mainstreaming in legislation, including a seminar on integrating gender aspects in all stages of the legislative process. Additionally, the Mission in Kosovo continued to increase the capacity of municipal human rights units, offering workshops and roundtables on gender equality, women's rights and activities aimed at enhancing the skills of the municipal officer for gender equality.

The Mission to Serbia, the Office in Tajikistan and the Mission to Montenegro made great efforts to strengthen the capacities of human rights institutions on gender issues. The Mission to Serbia worked to promote non-discrimination and equal opportunities through two regional conferences on "Equal participation of women in public life - challenges and opportunities for gender equality at the local level," as well as a roundtable on "Opportunities and Challenges for Implementation of Gender Equality Law in Serbia" in partnership with the Gender Equality Council. The Mission to Montenegro implemented a project designed to strengthen the capacity of the Ombudsman Institution as an anti-discrimination mechanism, including providing continuous support to drafting and reviewing the new law on Ombudsmen. The Office in Tajikistan, during the drafting of the 2011-2015 strategy of the Office of the Human Rights Ombudsman, encouraged the Ombudsman to include gender issues as a priority as well as to consider gender aspects of various human rights issues.

3.7. Conclusion

During the reporting period, meaningful progress was made in all six priority areas of the Gender Action Plan. Participating States and respective Field Operations have shown their commitment to implementing non-discriminatory legal and policy frameworks, including several legislative initiatives around domestic violence, anti-discrimination and gender equality. OSCE assistance through the Mission to Bosnia and Herzegovina, the Office in Baku and the Project Co-ordinator in Ukraine has served to strengthen the legal and systemic responses to domestic violence, while the Mission to Moldova, with the assistance of ODIHR, participated in reviewing draft legislation on anti-discrimination and gender equality.

OSCE field operations were very active in raising awareness of violence against women, supporting victims of violence and supporting legislative initiatives to combat violence against women. The Centre in Bishkek and the Mission to Moldova implemented several multi-dimensional awareness raising activities, while the Centre in Ashgabat, the Centre in Bishkek and the Office in Tajikistan worked to improve system responses and bring concrete assistance to victims. Additionally, the Centre in Astana, Mission to Moldova and the OSCE Office in Baku all engaged in projects aimed at assisting with the implementation of legal mechanisms to prevent domestic violence.

Continued efforts have been made to increase women's participation in political and public life. Across the OSCE region, efforts have been made to raise women's awareness as well as the general public's awareness of the role of women as voters, public office holders and officials. In Southeast Europe, additional efforts were made to support women caucus on a local and a regional level.

Building on last year's momentum, the Gender Section and several field operations continued activities in the area of promoting women's economic empowerment. The Centre in Ashgabat, the Office in Baku, the Centre in Bishkek and the Office in Yerevan all made progress toward increasing women's economic empowerment through entrepreneurship initiatives. Additionally, The Office of the Co-ordinator of Economic and Environmental Affairs continued to promote gender-sensitive labour migration policies through a second regional training event for government officials and policymakers from Central Asia.

In support of the implementation of UNSCR 1325 and MC.DEC/14/05, thematic roundtables were conducted in co-operation with the FSC and the Security Committee, which strategically advanced gender mainstreaming in the politico-military dimension. The need to include women in activities in the first dimension has been recognized by OSCE Field Operations and several have included a gender perspective in their work in the security sector, ranging from community policing to identifying women's role in defence reform.

An increasing number of participating States dedicated activities designed to assist in building national mechanisms for the advancement of women, through strengthening governmental and legal institutions. The Presence in Albania, Mission in Kosovo, Mission to Serbia, Office in Tajikistan, and Mission to Montenegro all worked to build the institutional capacities of national gender equality mechanisms and human rights institutions.

4. Recommendations and Strategic Priorities

The recommendations below provide suggestions regarding steps that might be taken by the OSCE executive structures, the Chairmanship and the participating States in order to continue to advance the implementation of the Gender Action Plan in all areas. The recommendations are compiled from input received from Field Operations and Secretariat departments, discussions with OSCE staff members and Delegations of the participating States, and a general analysis by the Gender Section. Several of the recommendations found in last year's report, have yet to be implemented fully and are, thus, still applicable.

4.1. Update of the 2004 Action Plan for the Promotion of Gender Equality in the OSCE

1. The Permanent Council, the Chairmanship and the participating States should initiate an in-depth dialogue on possible revisions to the 2004 Gender Action Plan, with focus on developing more concrete mechanisms that provide well-defined quantitative and qualitative targets, clear timelines, monitoring and accountability mechanisms, including but not necessarily limited to the weaknesses identified within this report.
2. It is important that incoming Chairmanships build on previous efforts to improve gender equality that were created by the last four successive Chairmanships, consolidate the good results, advance on overcoming remaining challenges and continue supporting the role that the OSCE plays as a unique actor on security in Europe for the benefit of women and men, and boys and girls.

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

Training and Capacity Building

3. Participating States are encouraged to allocate sufficient funds to Field Operations, to the Gender Section and to the DHR/Training Section in order to enhance in-depth knowledge and skills in gender mainstreaming. This is particularly crucial for gender issues in the first dimension.
4. The DHR should consider providing basic training on gender issues to delegates across all three dimensions, especially targeting military advisers representing the delegations in the FSC.
5. The capacity of the Gender Section to provide technical assistance and support in each dimension should continue to be ensured by the presence of at least three gender advisers in the Section at all times.

Management

6. The DHR/Training Section and the Gender Section should continue to focus on improving gender awareness and the capacities of all levels of management throughout the organization by providing targeted leadership courses.
7. A reference to abiding by the OSCE Code of Conduct should be included in all vacancy notices.

The Professional Working Environment

8. Managers should be well familiarized with Staff Instruction 21/2006 about professional working environment. It would be beneficial if the DHR would refine the details of this policy in order to more efficiently capture and treat formal and informal complaints while simultaneously ensuring an unbiased and systematic treatment of all complaints and protection to all complainees.

Gender Balance among OSCE Staff

9. Participating States should redouble their efforts to increase the number of nominations of women to seconded positions, in particular from under-represented participating States.
10. The Gender Section, the DHR and participating States should work together to make the *GenderBase* a relevant and valuable tool for recruiting female experts in the first dimension.
11. Participating States should endeavour to nominate more female candidates to seconded positions in areas such as military affairs and civilian police, where they are underrepresented.
12. Efforts must continue to recruit more women to senior positions across all dimensions and Institutions. Despite women having achieved 31 per cent share of senior management positions, participating States and the DHR should aspire to a more equitable percentage.
13. When a position of a HoM , DHoM or Head of Institution is open, the Chairmanships should call upon participating States to nominate female candidates to alleviate the chronic shortage of women in positions of this calibre.
14. The DHR should continue its good practices of assessing knowledge and skills on gender mainstreaming during the recruitment process, where appropriate. This practice should be extended to the recruitment practices in Field Operations and Institutions.
15. The practice of including a reference to gender sensitivity/awareness in vacancy notices in the Secretariat should be extended to vacancy notices of seconded and contracted posts in Institutions and Field Operations.
16. DHR and Field Operations should continue to aim for gender balance on interview panels, especially for senior management positions.

4.3. Gender Mainstreaming in all Policies, Projects and Activities

17. With a view to strengthening the existing network of gender focal points and ensuring engagement on gender mainstreaming issues at a level of management responsibility sufficient to effect meaningful results, Deputy Heads of Mission should, as a matter of policy, assume the responsibility of gender focal points at Field Operations.
18. The Gender Section should work to revitalize and duly inform gender focal points on OSCE gender policies and developments in the field of gender. Regular efforts should be made to provide refreshment training for gender focal points in order to refocus their efforts on networking skills and the inclusion of gender mainstreaming on OSCE programmes.
19. Supervisors of gender focal points across executive structures should provide the gender focal points with explicit support including acknowledgement of their role in their annual PAR.
20. Participating States should consider the appointment of full-time gender advisers in larger Field Operations, as gender focal points in addition to their regular duties tend not to have sufficient time to influence the policies and programmes to ensure gender mainstreaming. Furthermore participating States could consider the appointment of regional gender focal points to provide support to Field Operations and to coordinate the efforts within regions.

21. The Gender Section should coordinate regular meetings of gender focal points in the Secretariat, Institutions and Field Operations in order to foster networking, meaningful co-operation and circulation of information, and new initiatives.
22. When liaising with Field Operations, the CPC should continue to promote and monitor the inclusion of a gender perspective in the regular activities of the field operations.
23. Field Operations should ensure that all project managers are provided with the Checklist for Gender Mainstreaming in Project Documents included in the new Project Management Manual, in order to ensure that a gender analysis has been conducted. In addition, for those projects involving implementing partners, all efforts should be made to select partners with previous experience or expertise in mainstreaming gender.
24. Although the inclusion of women in project teams and women as primary participants in project activities are valuable goals that should be maintained, project managers should strive to facilitate projects that incorporate gender issues in a more comprehensive manner and at all levels of the project cycle.

4.4. Projects in the Priority Areas of the Action Plan

25. Participating States hosting Field Operations should facilitate and approve the implementation of projects aimed at promoting gender equality in the six priority areas of the Gender Action Plan.
26. Participating States and OSCE structures should provide consistent and long-term support to assist national-level efforts to implement the objectives set forth in each priority area of the Gender Action Plan. In particular, further effort should be dedicated to implementing the adopted MC Decisions.
27. More participating States should consider including information on women, peace and security in the questionnaire to the Code of Conduct on Politico-Military Aspects of Security, following the example of the 17 participating States that have already committed to do so.
28. The Secretariat, Institutions and Field Operations should focus efforts on identifying gender mainstreaming opportunities in projects in the first and second dimensions, as they are traditionally under-represented as compared to the third dimension.

Annexes

- Staff statistics and graphs as on 01 May 2011.
- Annual reports by: ODIHR, HCNM and FoM.

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

September 2011

Annex I

Sex Disaggregated Statistics of the OSCE Staff

Annex II

Office for Democratic Institutions and Human Rights (ODIHR)

Annex III

High Commissioner on National Minorities (HCNM)

Annex IV

OSCE Representative on Freedom of the Media (RFoM)

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

September 2011

*All statistics in Annex "I" are compiled by the Gender Section based on the data received from
Department of Human Resources (DHR) and according to IRMA reports on 01 May 2011*

Annex I

Sex Disaggregated Statistics of OSCE Staff (based on data from 01 May 2010 to 01 May 2011)

Table and Graph 1:

Post Distribution of staff in the OSCE Secretariat, Institutions and field operations, by staff category.

Table and Graph 2:

Post Distribution of the OSCE Staff, in the OSCE Secretariat, Institutions and field operations.

Table and Graph 3:

Development of post distribution by category of Staff in the OSCE.

Table and Graph 4:

Post Distribution in the OSCE Secretariat and Institutions.

Table and Graph 5:

Post Distribution in the OSCE Secretariat.

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Post Distribution in the Office of the HCNM.

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Table and Graph 9:

Post Distribution in the OSCE Secretariat and Institutions; Professional Staff.

Table and Graph 10:

Post Distribution in the OSCE Secretariat and Institutions; Senior Management Staff.

Table and Graph 11:

Gender Balance among Contracted and Seconded Senior Management Staff in the OSCE Secretariat, Institutions and field operations.

Table and Graph 12:

Gender Balance among Contracted and Seconded Senior Management Staff in the OSCE Secretariat, Institutions and field operations.

Table and Graph 13:

Post Distribution of Seconded Staff in the OSCE Secretariat, Institutions and field operations.

Table 14:

Nominations by participating States for Seconded Posts in the OSCE Secretariat, Institutions and field operations according to staff categories.

Table 15:

Seconded Staff in OSCE Secretariat, Institutions and field operations by seconding Country and sex.

Graph 16:

Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and field operations.

Table 17:

Gender Balance of International Seconded and Contracted Mission Members by field of expertise.

Table 18:

Post Distribution of Local Staff in OSCE field operations.

Table and Graph 19:

Gender Balance of Local Staff in OSCE field operations and General Services Staff in the Secretariat and Institutions.

Table 20:

Gender Balance by Grade in the Recruitment of Contracted Staff within the OSCE from 01 May 2010 to 01 May 2011.

Table 21:

Gender Balance by Grade in the Recruitment of Seconded Staff within the OSCE from 01 May 2010 to 01 May 2011.

Table 22:

Sex desegregated nominations and secondments' of women and men as per grade in the OSCE Secretariat, Institutions and field operations.

Table 23:

Composition of recruitment panels for International Contracted Professional and Seconded positions in the Secretariat, Institutions and field operations.

Table 24:

Projects reported by field operations as being gender mainstreamed by Dimension and Budget.

Table 25:

Projects reported by field operations as being gender mainstreamed by Dimension and Budget.

Table 26:

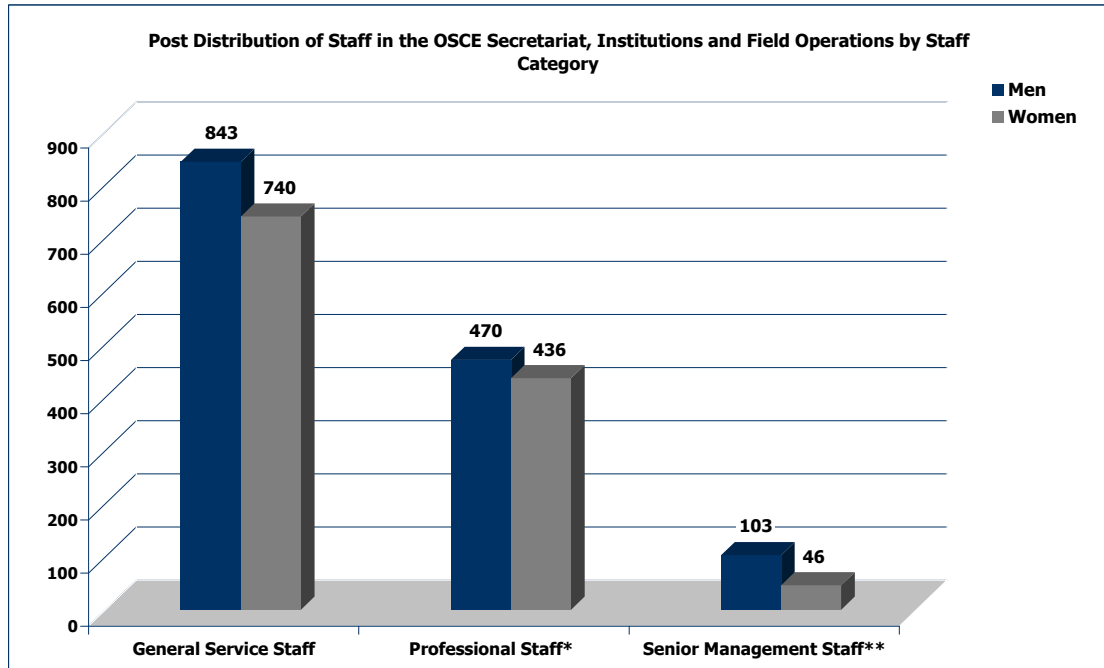
History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE field operations by sex, since establishment of the OSCE structures in the 1990s until 01 May 2011.

Table 27:

Post Distribution in the OSCE Secretariat, field operations and Institutions. Seconded and Contracted posts of Heads, Deputy Heads and other Senior Management.

TABLE AND GRAPH 1
Post Distribution of staff in the OSCE Secretariat, Institutions and field operations (by staff category)

Category	Men	Women	Total	% Women
General Service Staff	843	740	1583	47%
Professional Staff*	470	436	906	48%
Senior Management Staff**	103	46	149	31%
Total Staff	1416	1222	2638	46%



*Professional Staff: NPOs, S, S1, S2, P1 to P4.

**Senior Management Staff: S3+, P5+, Heads and Deputy Heads of field operations and Institutions.

General Service Staff: G1 to G7.

Seconded Staff: S, S1, S2, S3, S4, D/ field operations, H/field operations.

Contracted Staff: G1 to G7, P1 to P5, D1, D2, HoI, The Secretary General.

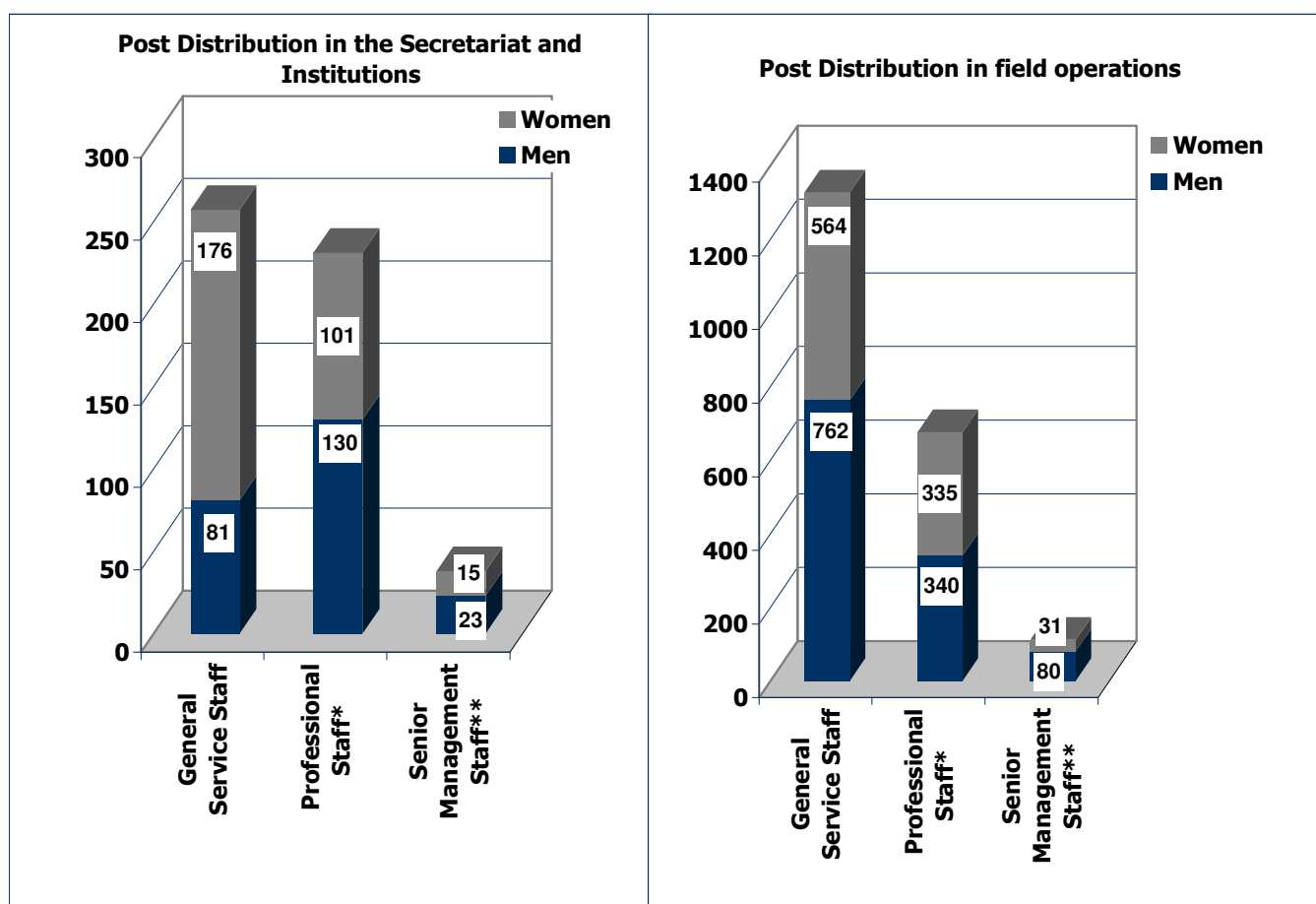
Note: Data as on 1 May 2011

TABLE AND GRAPHS 2
Post Distribution of the OSCE Staff, in the OSCE Secretariat,
Institutions and field operations

Category	Men	Women	Total	% Women
General Service Staff	81	176	257	68%
Professional Staff*	130	101	231	44%
Senior Management Staff**	23	15	38	39%
Total Staff - Secretariat and Institutions	234	292	526	56%

Category	Men	Women	Total	% Women
General Service Staff	762	564	1326	43%
Professional Staff*	340	335	675	50%
Senior Management Staff**	80	31	111	28%
Total Staff - Field Operations	1182	930	2112	44%

Category	Men	Women	Total	% Women
Grand Total Staff	1416	1222	2638	46%



*NPOs, S, S1, S2, P1 to P4.

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

Note: Data as on 1 May 2011

TABLE AND GRAPHS 3
Development of post distribution by Category of Staff in the OSCE
From 1 December 2004 to 1 May 2011

	General Service Staff					Professional Staff					Senior Management Staff					Total			Total in per cent (%)	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
	01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%

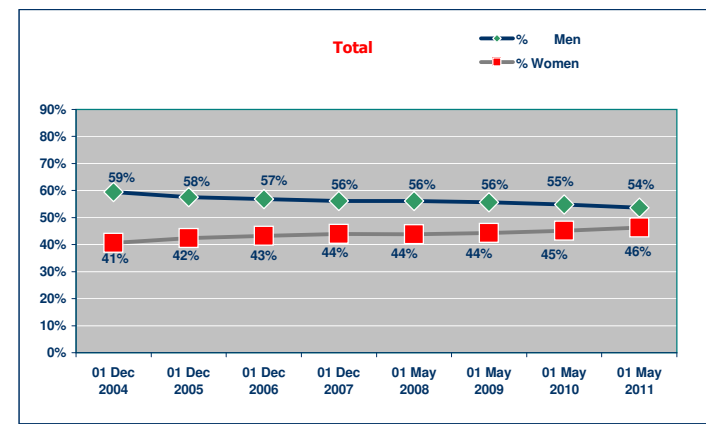
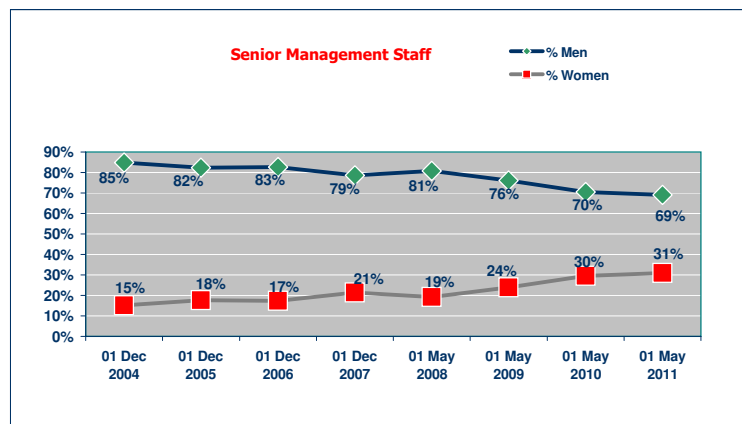
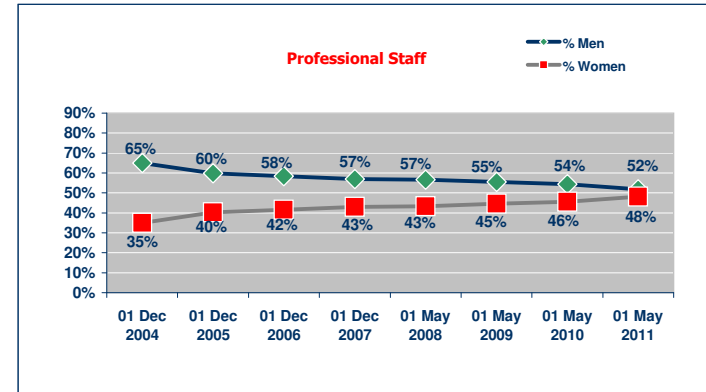
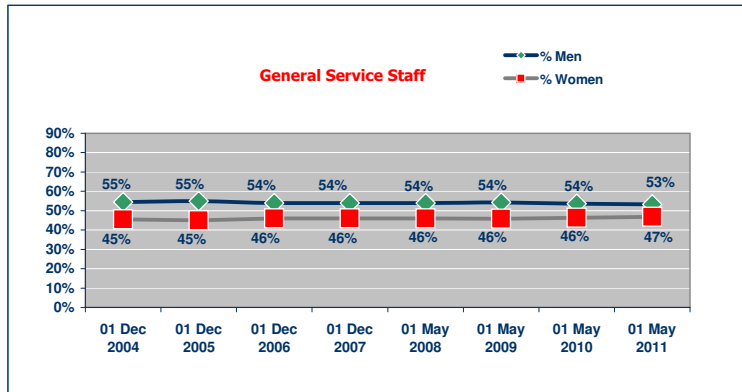
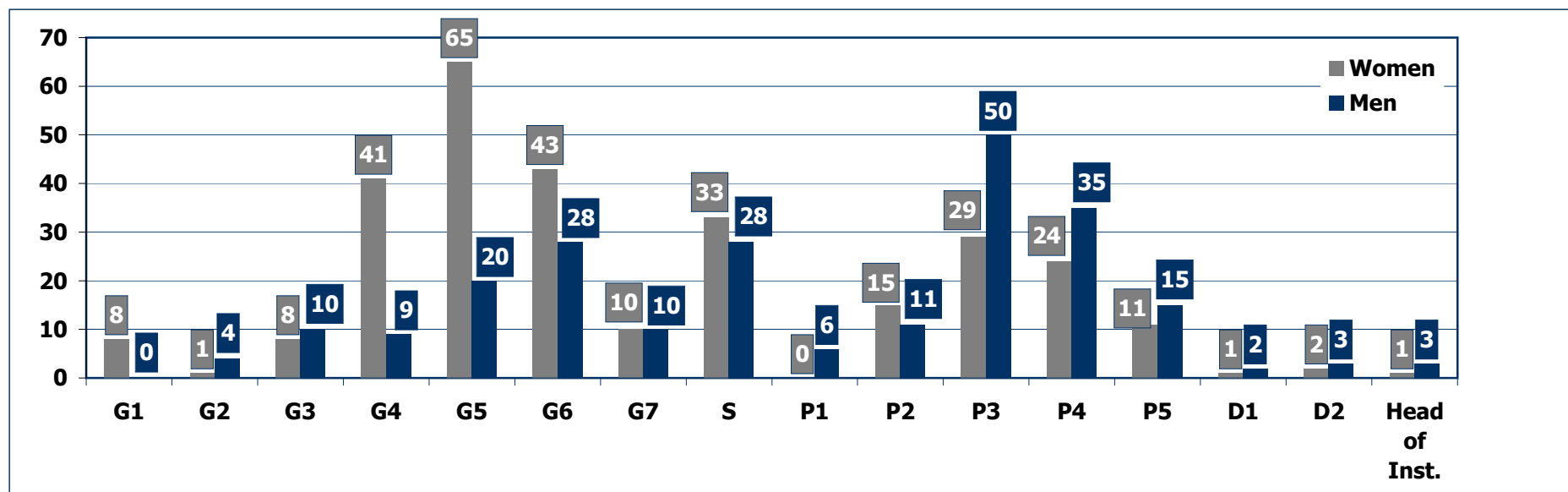


TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media

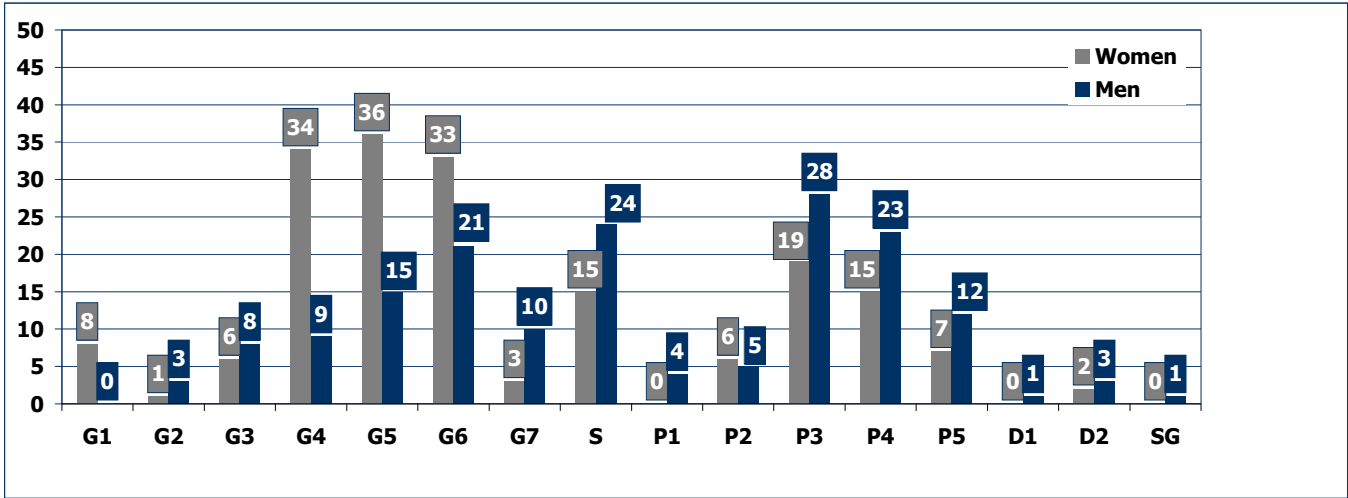


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	8	1	8	41	65	43	10	33	0	15	29	24	11	1	2	1	176	68%	33	54%	82	40%	292	56%
Men	0	4	10	9	20	28	10	28	6	11	50	35	15	2	3	3	81	32%	28	46%	122	60%	234	44%
TOTAL	8	5	18	50	85	71	20	61	6	26	79	59	26	3	5	4	257	100%	61	100%	204	100%	526	100%

* Secretariat staff includes Article IV and High Level Planning Group.

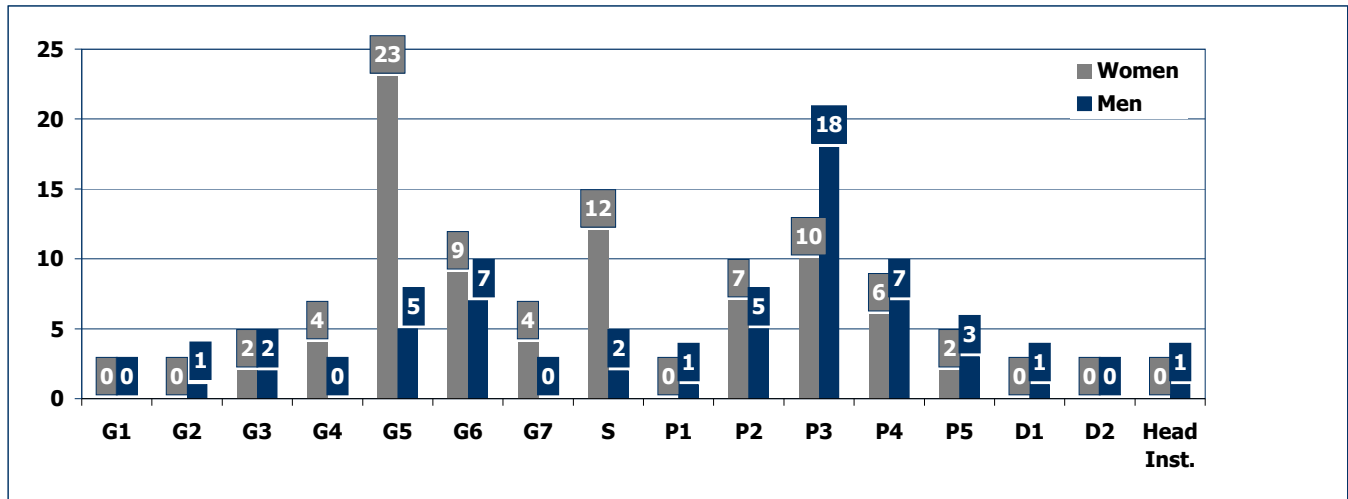
Note: Data as on 1 May 2011

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	S	In %	P+	In %	Total	In %
Women	8	1	6	34	36	33	3	15	0	6	19	15	7	0	2	0	121	65%	15	38%	49	39%	185	53%
Men	0	3	8	9	15	21	10	24	4	5	28	23	12	1	3	1	66	35%	24	62%	77	61%	167	47%
TOTAL	8	4	14	43	51	54	13	39	4	11	47	38	19	1	5	1	187	100%	39	100%	126	100%	352	100%

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

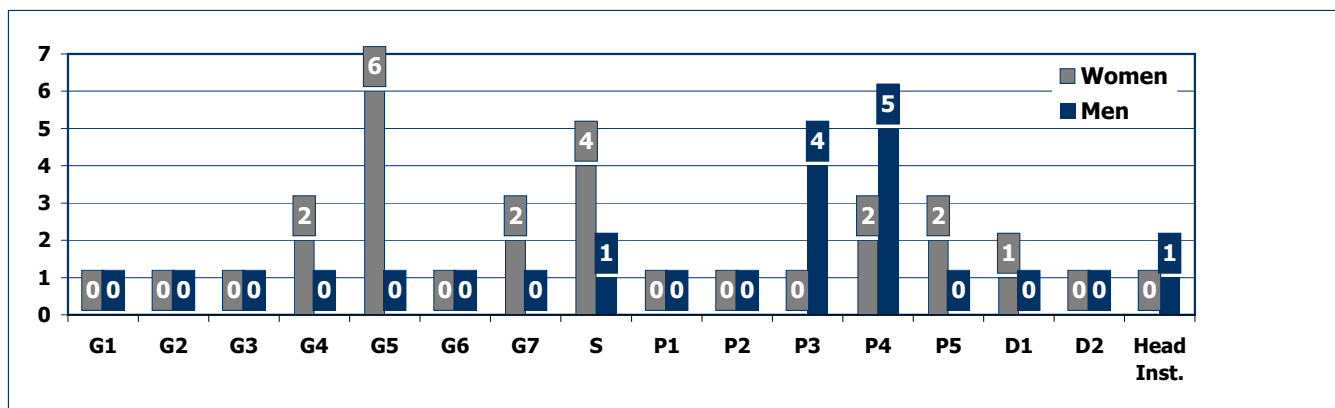


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	2	4	23	9	4	12	0	7	10	6	2	0	0	0	42	74%	12	86%	25	41%	79	60%
Men	0	1	2	0	5	7	0	2	1	5	18	7	3	1	0	1	15	26%	2	14%	36	59%	53	40%
TOTAL	0	1	4	4	28	16	4	14	1	12	28	13	5	1	0	1	57	100%	14	100%	61	100%	132	100%

* Secretariat staff includes Article IV and High Level Planning Group.

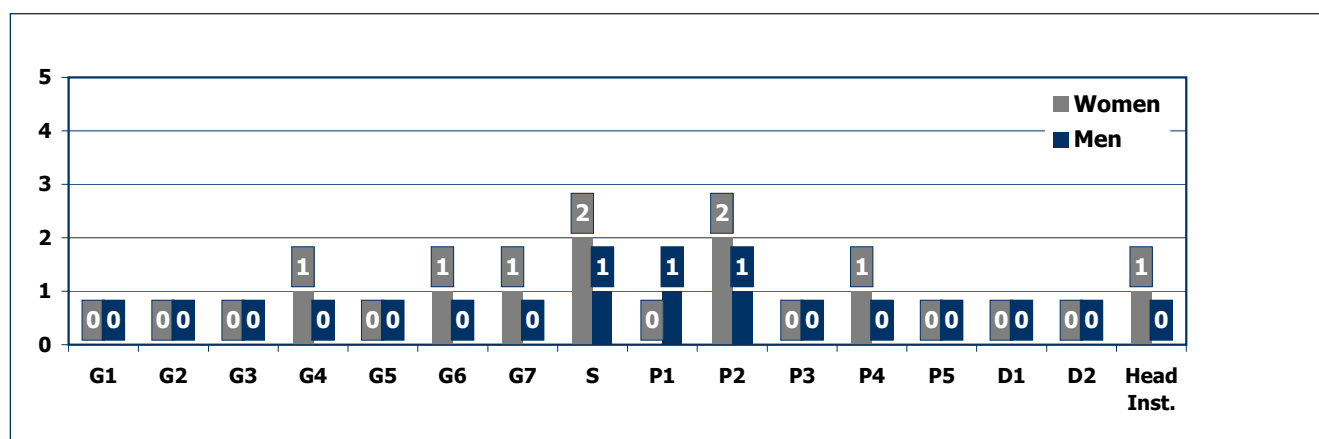
Note: Data as on 1 May 2011

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



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	6	0	2	4	0	0	0	2	2	1	0	0	10	100%	4	80%	5	33%	19	63%
Men	0	0	0	0	0	0	0	1	0	0	4	5	0	0	0	1	0	0%	1	20%	10	67%	11	37%
TOTAL	0	0	0	2	6	0	2	5	0	0	4	7	2	1	0	1	10	100%	5	100%	15	100%	30	100%

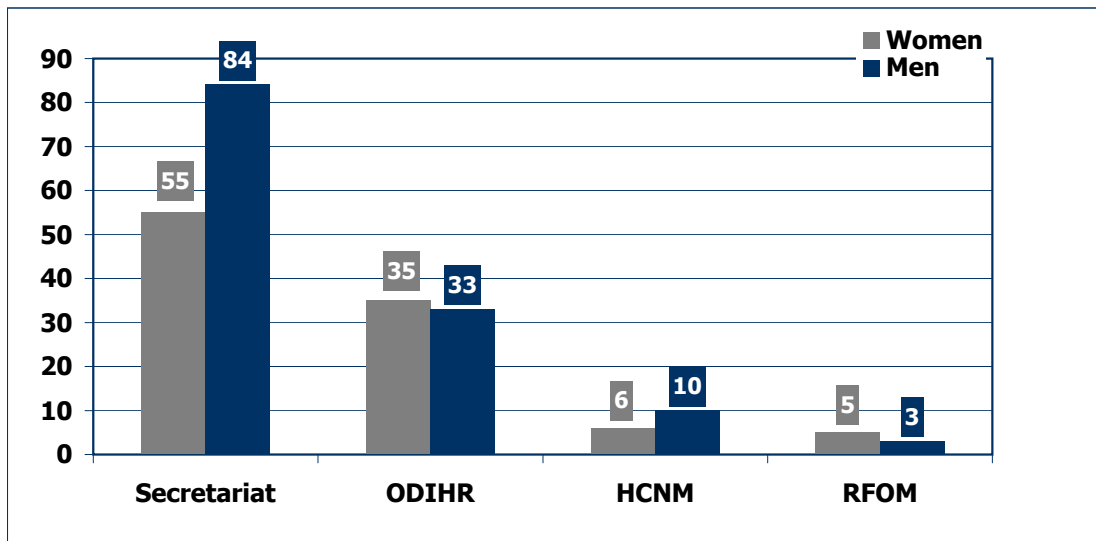
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	1	0	1	1	2	0	2	0	1	0	0	0	1	3	100%	2	67%	4	67%	9	62%
Men	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0%	1	33%	2	33%	3	25%
TOTAL	0	0	0	1	0	1	1	3	1	3	0	1	0	0	0	1	3	100%	3	100%	6	100%	12	100%

Note: Data as on 1 May 2011

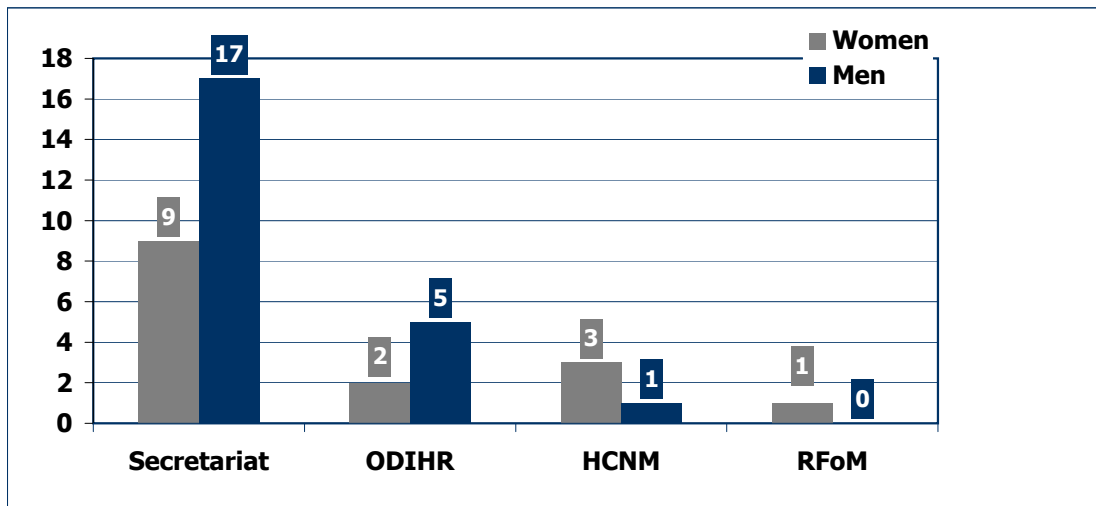
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	55	35	6	5	101
Men	84	33	10	3	130
TOTAL	139	68	16	8	231

*S, P1, P2, P3, P4.

TABLE AND GRAPH 10
Post Distribution in the OSCE Secretariat and Institutions
Senior Management Staff*

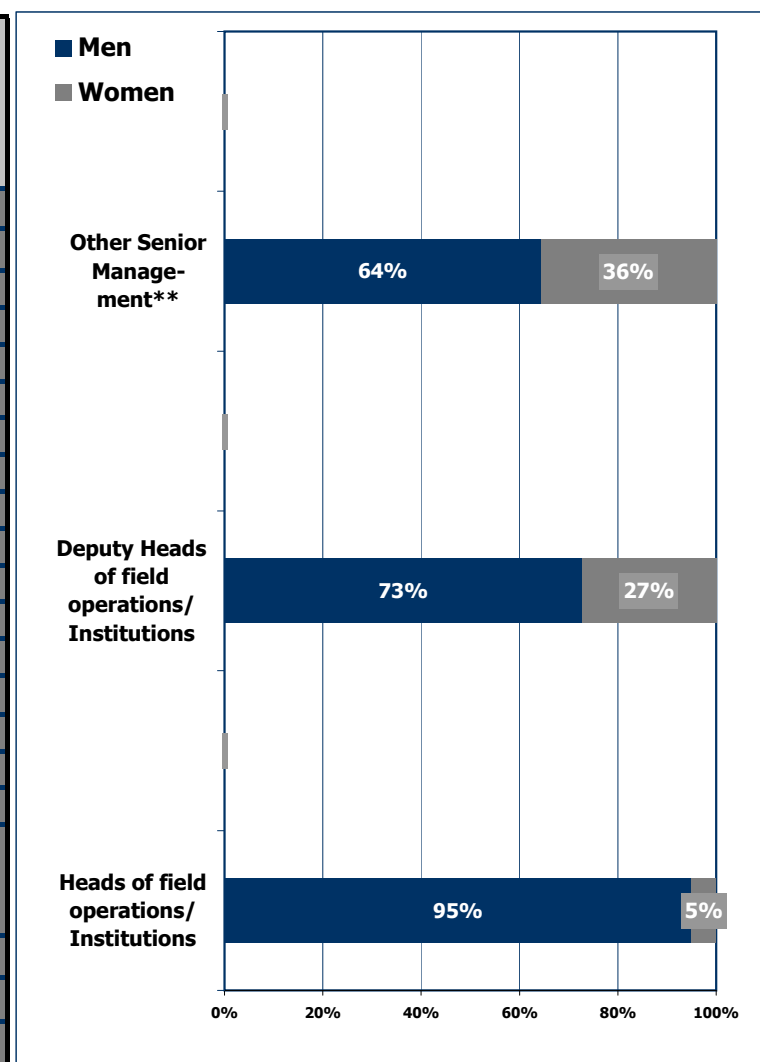


#	Secretariat	ODIHR	HCNM	RFoM	Total
Women	9	2	3	1	15
Men	17	5	1	0	23
TOTAL	26	7	4	1	38

*P5, D1, D2 and Head of Institution.
 Note: Data as on 1 May 2011

TABLE AND GRAPH 11
Gender Balance among Contracted and Seconded Senior Management Staff
in the OSCE Secretariat, Institutions and field operations

Field operations, Secretariat and Institutions*	Heads of field operations/ Institutions		Deputy Heads of field operations/ Institutions		Other Senior Management**		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1		1		2	3	4	3
OSCE Centre in Ashgabat	1				0		1	
OSCE Centre in Astana***	1		0	1		0	1	1
OSCE Office in Baku	1		0	1	2	1	3	2
OSCE Centre in Bishkek	1		1		6	2	8	2
OSCE Mission to Bosnia and Herzegovina	1		1		15	7	17	7
OSCE Mission in Kosovo	1		1		22	8	24	8
OSCE Mission to Moldova	1		0				1	
OSCE Mission to Montenegro	1		1				2	0
OSCE Mission to Serbia	1		1				2	
OSCE Mission to Skopje			0	1	6	4	6	5
OSCE Office in Tajikistan	1		1		1	2	3	2
OSCE Project Co-ordinator in Ukraine	1				1		2	
OSCE Project Co-ordinator in Uzbekistan	1						1	
OSCE Office in Yerevan	1		1				2	
OSCE Office in Zagreb	1				1	1	2	1
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	
Secretariat and Institutions*	3	1	0	0	20	14	23	15
Total	19	1	8	3	76	42	103	46
In per cent (%)	95%	5%	73%	27%	64%	36%	69%	31%



*Includes Articles IV, FoM, HCNM, HLPG, ODIHR, the Secretariat.

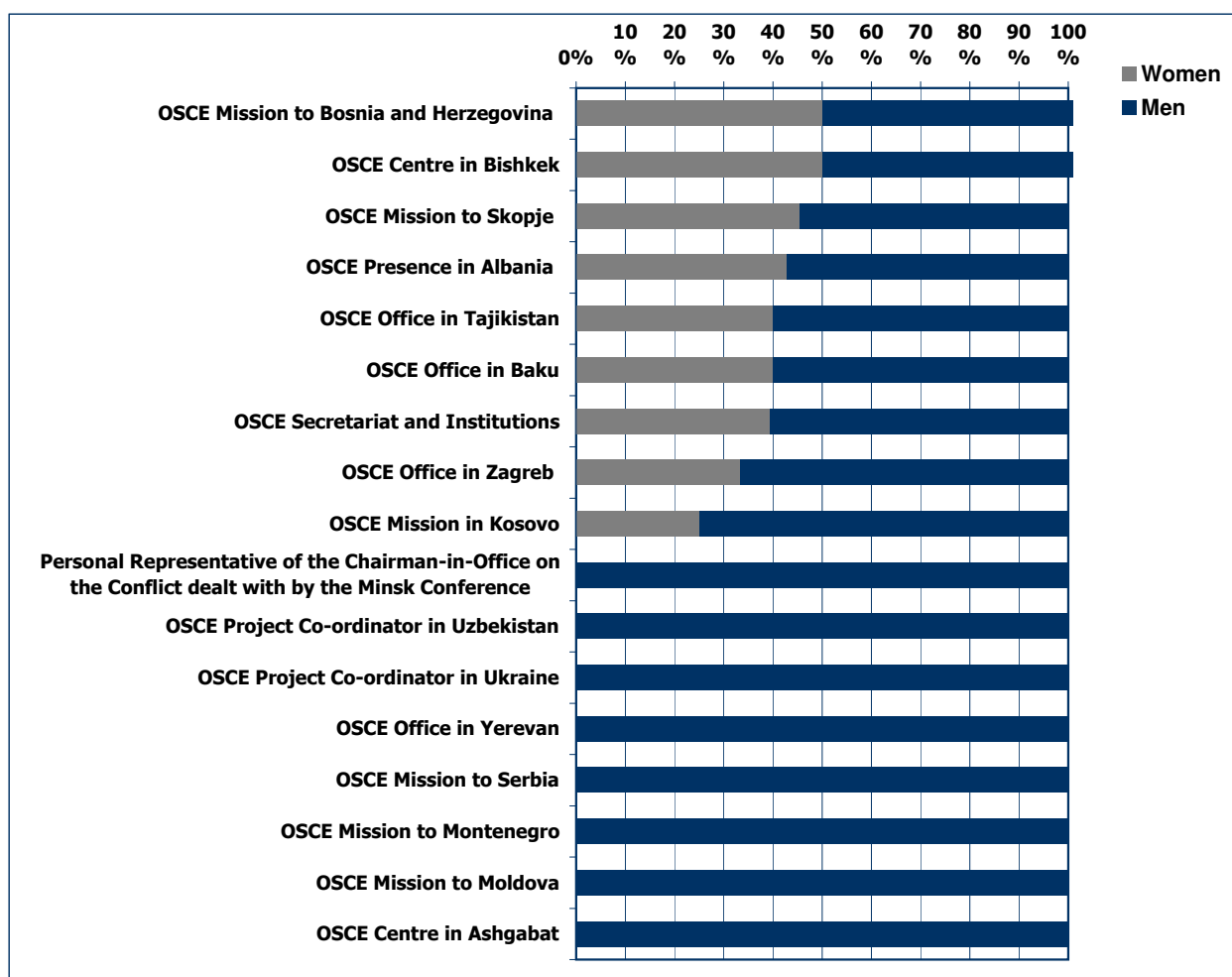
**Includes S3+ and P5+.

*** IRMA staff report classifies the DHoM in Astana as S4.

Note: Data as on 1 May 2011

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

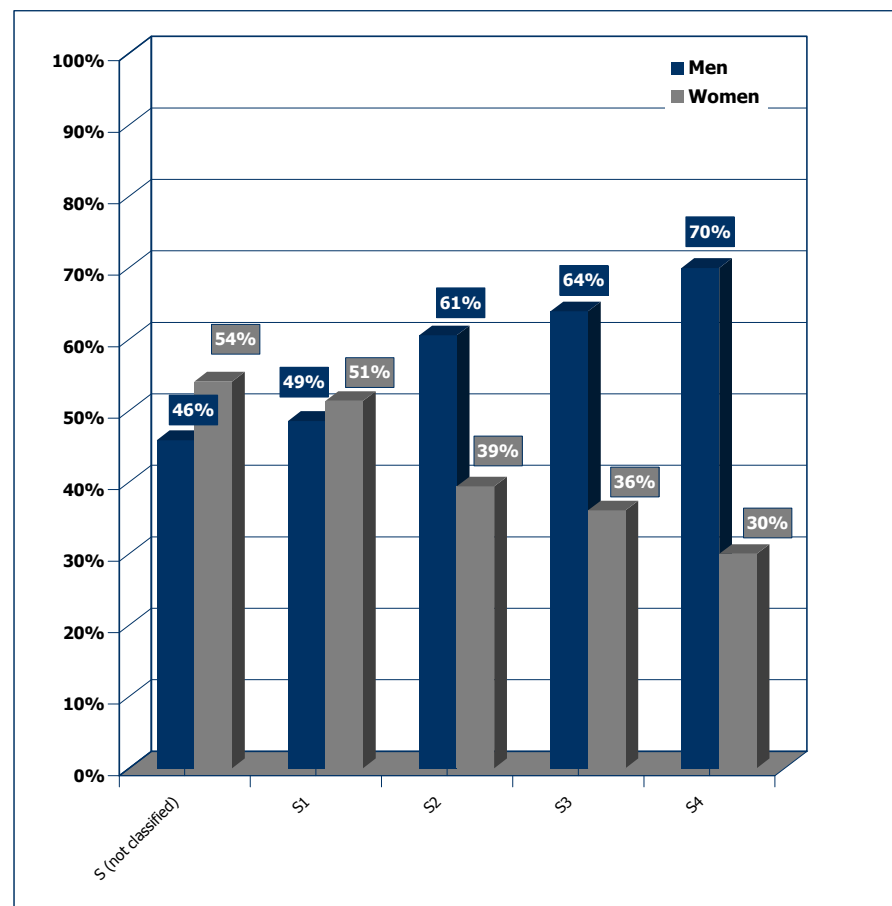
Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Astana	1	1	50%	50%
OSCE Mission to Bosnia and Herzegovina	17	7	71%	50%
OSCE Centre in Bishkek	8	2	80%	50%
OSCE Mission to Skopje	6	5	55%	45%
OSCE Presence in Albania	4	3	57%	43%
OSCE Office in Tajikistan	3	2	60%	40%
OSCE Office in Baku	3	2	60%	40%
OSCE Secretariat and Institutions	23	15	61%	39%
OSCE Office in Zagreb	2	1	67%	33%
OSCE Mission in Kosovo	24	8	75%	25%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Project Co-ordinator in Ukraine	2	0	100%	0%
OSCE Office in Yerevan	2	0	100%	0%
OSCE Mission to Serbia	2	0	100%	0%
OSCE Mission to Montenegro	2	0	100%	0%
OSCE Mission to Moldova	1	0	100%	0%
OSCE Centre in Ashgabat	1	0	100%	0%
Total	103	46	69%	31%



*S3+, P5+, Heads and Deputy Heads of field operations and Institutions.
 Note: Data as on 1 May 2011

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

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania			1		7	4	2	3			10	7
OSCE Centre in Ashgabat					0	1	1				1	1
OSCE Centre in Astana					3						3	0
OSCE Office in Baku					4	1	2	1			6	2
OSCE Centre in Bishkek					7	2	6	1		1	13	4
OSCE Mission to Bosnia and Herzegovina			7	11	9	14	8	6	5	1	29	32
OSCE Mission in Kosovo			27	34	28	24	13	5	8	3	76	66
OSCE Mission to Moldova					6	4					6	4
OSCE Mission to Montenegro			1		5	4					6	4
OSCE Mission to Serbia			2		19	7					21	7
OSCE Mission to Skopje			14	9	4	5	4	3	1	1	23	18
OSCE Office in Tajikistan				1	9	4	1	2			10	7
OSCE Project Co-ordinator in Ukraine							1				1	
OSCE Project Co-ordinator in Uzbekistan					2	0					2	0
OSCE Office in Yerevan					2	1					2	1
OSCE Office in Zagreb				0			1	1			1	1
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4						4	
Secretariat (HLPG and Art. IV)	24	15									24	15
Institutions (FoM, HCNM, ODIHR)	4	18									4	18
Total	28	33	52	55	109	71	39	22	14	6	242	187
Per cent	46%	54%	49%	51%	61%	39%	64%	36%	70%	30%	56%	44%



IRMA staff report classifies the DHoM in Astana as S4.

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

Note: Data as on 1 May 2011

TABLE 14
Nominations* by Participating States for Seconded Posts
in OSCE Secretariat, Institutions and field operations according to staff categories
From 1 May 2010 to 1 May 2011

Nominating Authority	Women*	Women (total)	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		S4 & DHoM		Secretariat and Institutions		Total
			M	W	M	W	M	W	M	W	M	W	
Albania	0%	0									1		1
Armenia	64%	7		4	1	3			2		1		11
Austria	38%	61	76	30	14	26	7	5	2				160
Azerbaijan	0%	0	1		1		1						3
Belarus	20%	1	2		2						1		5
Belgium	40%	2	2		1	1					1		5
Bosnia and Herzegovina	24%	5	8	3	6		1				1	2	21
Bulgaria	20%	37	32	19	87	13	23	1	9		1	4	189
Canada	36%	56	34	30	39	20	18		5	1	5	5	157
Croatia	67%	10	1	5	4	4						1	15
Cyprus	100%	2		2									2
Czech Republic	30%	14	9	8	11	2	3		1		8	4	46
Denmark	24%	6			9	1	3				7	5	25
Estonia	44%	8	1	3	3		6	1				4	18
Finland	46%	6			3	2	1	1	2	1	1	2	13
France	53%	39	5	5	10	13	10	8	2	1	8	12	74
Georgia	61%	17	1	4	5	11	4	2			1		28
Germany	44%	8	1	1	2	2	5	5	1		1		18
Greece	50%	55	21	27	22	14	7	2			5	12	110
Hungary	22%	27	32	13	46	6	16	2	2		2	6	125
Ireland	37%	17	14	9	8	4	3				4	4	46
Italy	43%	102	51	53	52	28	6	7	1	1	27	13	239
Kazakhstan	50%	1									1	1	2
Kyrgyzstan	20%	1			2						2	1	5
Latvia	28%	5	1	2	8	2	4	1					18
Lithuania	0%	0			3		1		3				7
Luxembourg	50%	2			1						1	2	4
Macedonia, The Former Yugoslav Republic of	31%	15	20	8	11	4	1	1			1	2	48
Malta	0%	0			2		1				1		4
Moldova, Republic of	21%	9	8	2	17	1	5		1		3	6	43
Montenegro	50%	1	1	1									2
Netherlands	40%	2			2				1			2	5
Norway	35%	7			5		4				4	7	20
Poland	53%	17	5	7	7	7	2	1	1			2	32
Portugal	38%	22	11	10	12	4	3	2			10	6	58
Romania	42%	28	13	20	20	5	5				1	3	67
Russian Federation	18%	2			5		4	1				1	11
Serbia	31%	5	5	1	1	4	4				1		16
Slovakia	62%	28	3	6	7	3	2		1		4	19	45
Slovenia	0%	0	3		3								6
Spain	44%	36	18	11	14	10	4				10	15	82
Sweden	42%	19			14	6	4	6	2		6	7	45
Switzerland	31%	4	1		2		1		2		3	4	13
Tajikistan	0%	5	2	1	2	2	1					2	10
Turkey	20%	27	29	18	48	5	21		6		2	4	133
Ukraine	33%	3	2	1	3		1					2	9
United Kingdom	30%	77	75	39	63	16	23	4	1		19	18	258
United States	38%	51	7	4	44	22	21	17	3	1	9	7	135
Uzbekistan	67%	4		2	1	2	1						6
Grand Total	36%	851	495	349	623	243	227	67	48	5	151	187	2,395

TABLE 15
Seconded Staff in the OSCE Secretariat, Institutions and field operations
by Seconding Country and Sex

Seconding Authority*	% Women	Men	Women	Total Seconded Staff
United States of America	52%	28	30	58
Italy	47%	20	18	38
Spain	65%	9	17	26
Germany	38%	23	14	37
France	50%	11	11	22
Austria	33%	16	8	24
Canada	64%	4	7	11
United Kingdom	32%	15	7	22
Poland	60%	4	6	10
Sweden	38%	10	6	16
Croatia	63%	3	5	8
Bulgaria	42%	7	5	12
Greece	44%	5	4	9
Ireland	33%	8	4	12
Macedonia, The Former Yugoslav Republic of	50%	3	3	6
Czech Republic	50%	3	3	6
Georgia	50%	3	3	6
Portugal	50%	3	3	6
Slovenia	50%	3	3	6
Bosnia and Herzegovina	30%	7	3	10
Netherlands	30%	7	3	10
Hungary	25%	9	3	12
Turkey	14%	18	3	21
Finland	100%	0	2	2
Latvia	100%	0	2	2
Armenia	67%	1	2	3
Estonia	50%	2	2	4
Romania	40%	3	2	5
Slovakia	33%	4	2	6
Norway	22%	7	2	9
Russian Federation	18%	9	2	11
Uzbekistan	100%	0	1	1
Belgium	50%	1	1	2
Montenegro	50%	1	1	2
Belarus	25%	3	1	4
Lithuania	20%	4	1	5
Azerbaijan	0%	0	0	0
Denmark	0%	2	0	2
Kazakhstan	0%	1	0	1
Kyrgyzstan	0%	1	0	1
Malta	0%	1	0	1
Moldova, Republic of	0%	3	0	3
Serbia	0%	1	0	1
Switzerland	0%	0	0	0
Tajikistan	0%	1	0	1
Ukraine	0%	1	0	1
Grand Total	42%	265	190	455

*Including Partners for Co-operation.

Note: Data as on 1 May 2011

GRAPH 16
Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and field operations
by Seconding Country on the 1 May 2010

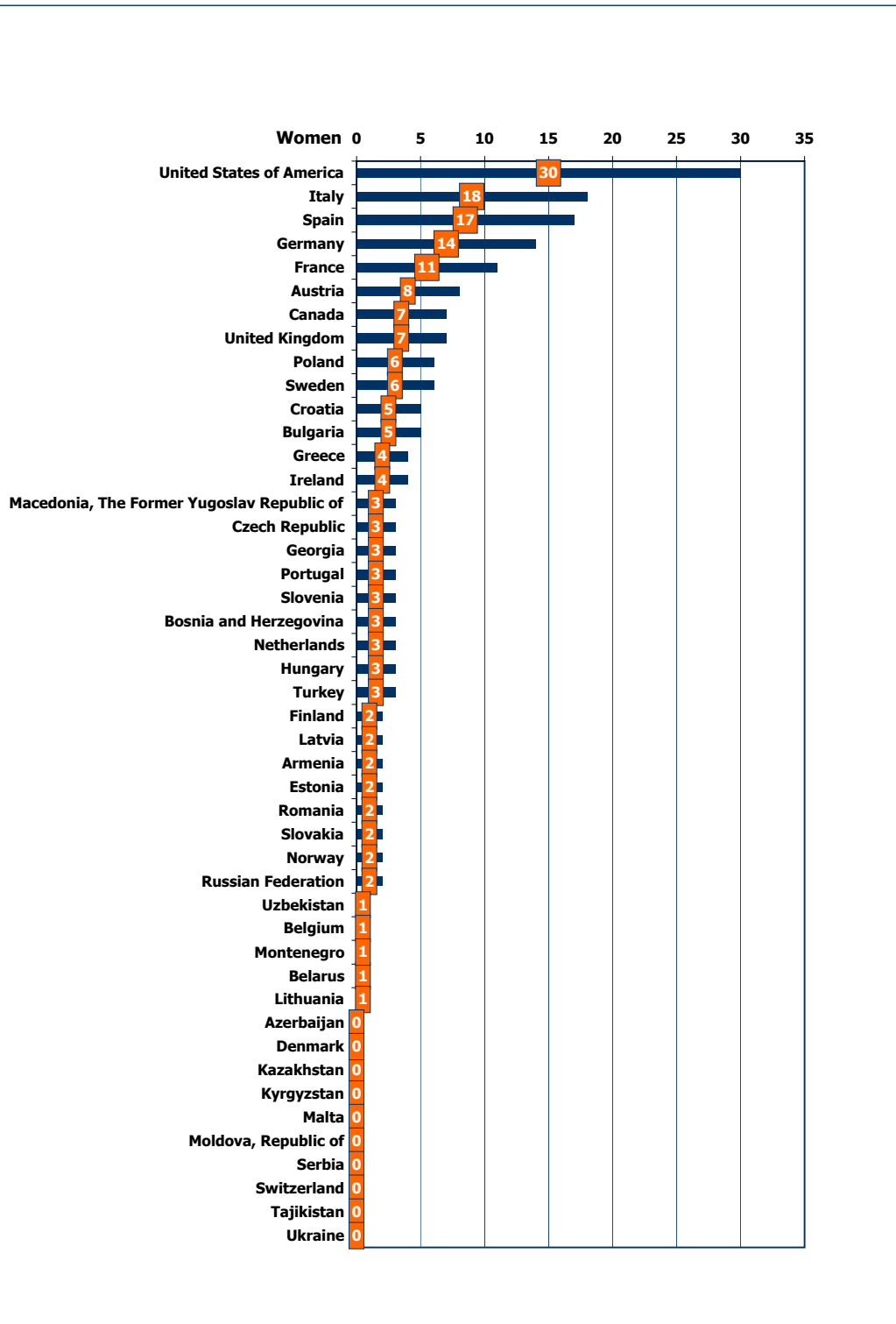


TABLE 17
Gender Balance of International Seconded and Contracted Mission Members
(including Management) by field of expertise

Field of Expertise	Men	Women	Total	Men	Women
Auditing/Internal Oversight	0	1	1	0%	100%
Administration & Support	36	12	48	75%	25%
Civilian Police	46	6	52	88%	12%
Democratization	26	37	63	41%	59%
Economic & Environmental Affairs	11	5	16	69%	31%
Education	3	2	5	60%	40%
Elections	3	0	3	100%	0%
General Staff/Monitoring	23	8	31	74%	26%
Human Rights	35	47	82	43%	57%
Legal Affairs	1	0	1	100%	0%
Media Affairs	2	7	9	22%	78%
Medical Services	0	1	1	0%	100%
Military Affairs	12	0	12	100%	0%
Political Affairs	55	18	73	75%	25%
Rule of Law	12	22	34	35%	65%
Grand total	265	166	431	61%	39%

* Where the total numbers are below 10, the sex disaggregated data in per cent are insignificant.

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

TABLE 18
Post Distribution of Local Staff in OSCE field operations

Grade	Total in Per Cent		OSCE Presence in Albania		OSCE Centre in Astana		OSCE Centre in Ashgabat		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Office in Zagreb		OSCE Mission in Kosovo		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Mission to Skopje		OSCE Office in Tajikistan		OSCE Project Co-ordinator in Uzbekistan		OSCE Project Co-ordinator in Ukraine		OSCE Office in Yerevan		Pers.Rep.of the C-i-O on the conflict dealt with by the OSCE Minsk Conference		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
NPO	44%	56%	5	11	2	2	1	1	3	2	2	4	55	82	3	3	48	33	2	5	2	4	9	17	6	10	3	5	2	1	9	12	3	8	0	0	155	200
G7	100%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
G6	50%	50%	2	3	1	4	0	2	2	4	6	13	2	2	0	1	71	35	3	4	2	5	8	13	6	6	5	4	0	0	2	3	1	11	0	1	111	111
G5	39%	61%	11	19	0	7	1	4	4	4	9	9	39	79	3	3	53	31	0	5	4	9	13	28	5	19	16	21	2	5	2	7	1	4	1	1	164	255
G4	58%	42%	2	2	0	1	0	0	0	3	1	4	27	34	1	1	62	29	3	2	0	0	7	1	17	7	6	4	0	1	0	2	0	0	0	0	126	91
G3	79%	21%	2	1	1	0	1	0	1	0	1	1	16	8	0	0	46	8	2	0	1	0	4	2	20	7	4	1	2	0	1	0	2	0	2	0	106	28
G2*	96%	4%	13	0	3	0	6	0	2	0	18	0	62	0	1	0	50	7	7	1	4	0	17	0	13	1	42	1	3	0	3	0	7	0	2	0	253	10
G1**	1%	99%	0	0	0	1	0	1	0	1	0	5	0	26	0	0	1	0	0	4	0	1	0	7	0	2	0	12	0	2	0	1	0	2	0	4	1	69
Total	55%	45%	35	36	7	15	9	8	12	14	37	36	201	231	8	8	331	143	17	21	13	19	59	68	67	52	76	48	9	9	17	25	14	25	5	6	917	764
Total	100%		71		22		17		26		73		432		16		474		38		32		127		119		124		18		42		39		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
%	55%	45%	49%	51%	32%	68%	53%	47%	46%	54%	51%	49%	47%	53%	50%	50%	70%	30%	45%	55%	41%	59%	46%	54%	56%	44%	61%	39%	50%	50%	40%	60%	36%	64%	45%	55%	55%	45%

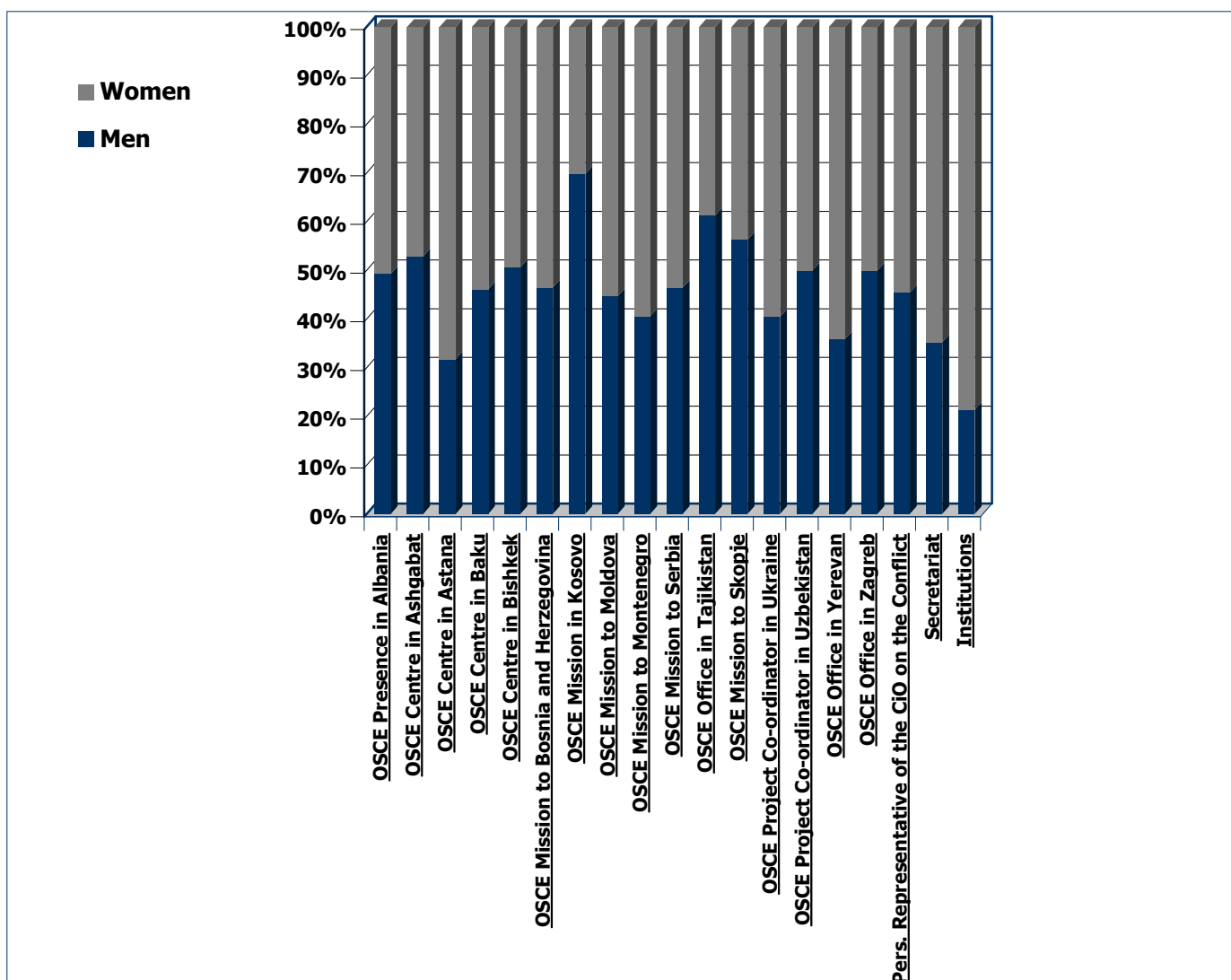
*The high percentage of male staff at the G2 level is due to the fact that posts of drivers are classified as G2 and these tend to be held by men.

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

Note: Data as on 1 May 2011

TABLE AND GRAPH 19
Gender Balance of Local Staff in OSCE field operations
and General Services Staff in the OSCE Secretariat and Institutions

Field operation	Percentage		Number		Total
	Men	Women	Men	Women	
OSCE Presence in Albania	49%	51%	35	36	71
OSCE Centre in Ashgabat	53%	47%	9	8	17
OSCE Centre in Astana	32%	68%	7	15	22
OSCE Centre in Baku	46%	54%	12	14	26
OSCE Centre in Bishkek	51%	49%	37	36	73
OSCE Mission to Bosnia and Herzegovina	47%	53%	201	231	432
OSCE Mission in Kosovo	70%	30%	331	143	474
OSCE Mission to Moldova	45%	55%	17	21	38
OSCE Mission to Montenegro	41%	59%	13	19	32
OSCE Mission to Serbia	46%	54%	59	68	127
OSCE Office in Tajikistan	61%	39%	76	48	124
OSCE Mission to Skopje	56%	44%	67	52	119
OSCE Project Co-ordinator in Ukraine	40%	60%	17	25	42
OSCE Project Co-ordinator in Uzbekistan	50%	50%	9	9	18
OSCE Office in Yerevan	36%	64%	14	25	39
OSCE Office in Zagreb	50%	50%	8	8	16
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	11
Secretariat	35%	65%	66	121	187
Institutions	21%	79%	15	55	70
Grand Total	51%	49%	998	940	1,938.00



Note: Data as on 1 May 2011

TABLE 20
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and field operations
From 1 May 2010 to 1 May 2011

Grade	Number of Vacancies	Applied				Short listed				Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	2	81	22	103	21%	0	0	0	0%	0	0	0	0%
D1	1	169	75	244	0%	6	1	7	0%	0	1	1	0%
P5	10	695	263	958	27%	17	12	29	41%	2	1	3	33%
Total P5 - D2	13	945	360	1305	28%	23	13	36	36%	2	2	4	50%
P4	22	1685	721	2406	30%	46	27	73	37%	6	4	10	40%
P3	25	2225	1535	3760	41%	29	48	77	62%	8	4	12	33%
P2	13	1415	1212	2627	46%	14	19	33	58%	1	3	4	75%
P1	1	185	279	464	60%	0	0	0	0%	0	0	0	0%
NP3	1	6	12	18	67%	0	0	0	0%	0	1	1	100%
NP2	14	192	91	283	32%	8	5	13	38%	2	2	4	50%
NP1	43	645	697	1342	52%	8	14	22	0%	5	12	17	71%
Total NP1 - P4	119	6353	4547	10900	42%	105	113	218	52%	22	26	48	54%
Total P and D	132	7298	4907	12205	40%	128	126	254	50%	24	28	52	54%
G7	1	11	32	43	74%	1	2	3	67%	0	0	0	0%
G6	30	366	302	668	45%	17	13	30	43%	4	8	12	67%
G5	65	929	1077	2006	54%	26	41	67	61%	12	13	25	52%
G4	23	382	579	961	60%	6	17	23	74%	3	6	9	67%
G3	11	134	335	469	71%	2	20	22	91%	0	3	3	100%
G2	6	56	2	58	3%	5	0	5	0%	3	0	3	0%
G1	2	2	5	7	71%	0	0	0	0%	0	2	2	100%
Total G1 - G7	138	1880	2332	4212	55%	57	93	150	62%	22	32	54	59%
Grand Total	270	9178	7239	16417	44%	185	219	404	54%	46	60	106	57%
% of Total		56%	44%			46%	54%			43%	57%		

	Applied		Short listed of applied		Employed of applied	
% of Applicants	100%	100%	2.0%	3.0%	0.5%	0.8%
Total	9178	7239	185	219	46	60

Percentage		Applied		Short listed of applied		Employed of shortlisted	
		Men	Women	Men	Women	Men	Women
	All grades	55.9%	44.1%	2.0%	3.0%	24.9%	27.4%
	P and D	59.8%	40.2%	1.8%	2.6%	18.8%	22.2%
	G1 - G7	44.6%	55.4%	3.0%	4.0%	38.6%	34.4%

* For some posts recruitment had not been finalized by 1 May 2011. Hence, the number of vacancies and employed staff members might vary.

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and field operations
From 1 May 2010 to 1 May 2011

Grade	Number of Vacancies	Nominated Candidates			Long-listed			Short-listed			Employed**		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
HoM	4	12	2	14%			0%				2	0	0%
DHoM	2	14	1	7%			0%			0%	1	0	0%
S4	6	34	4	11%	24	3	11%	0	0	0%	2	1	33%
S3	43	227	67	23%	142	45	24%	16	4	20%	17	4	19%
S2	107	623	243	28%	360	157	30%	56	21	27%	30	16	35%
S1	29	495	349	41%	224	197	47%	24	15	38%	14	25	64%
S*	23	151	187	55%	44	25	36%	28	35	56%	6	14	70%
Total	214	1556	853	35%	794	427	35%	124	75	38%	72	60	45%
% of Total		65%	35%		65%	35%		62%	38%		55%	45%	

	Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	Men	Women	Men	Women	Men	Women	Men	Women
% of Nominated	100%	100%	51%	50%	8%	9%	5%	7%
Total	1556	853	794	427	124	75	72	60

	Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage	100%	100%	51%	50%	16%	18%	58%	80%

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

**For some posts recruitment had not been finalized by 1 May 2011. Hence, the numbers of accepted and hired staff members vary.

TABLE 22
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and field operations
From 2005 to 1 May 2011

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4+ †) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009**	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
2010***	57%	43%	68%	32%	72%	28%	77%	12%	47%	53%
2011****	59%	41%	72%	28%	77%	23%	91%	9%	45%	55%
Average of the above years	60%	40%	68%	32%	75%	25%	83%	15%	46%	54%
Secondments										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
2010	53%	47%	60%	40%	64%	36%	67%	33%	61%	39%
2011	49%	51%	61%	39%	63%	37%	78%	22%	46%	54%
Average of the above years	56%	44%	62%	38%	69%	31%	82%	18%	64%	36%

*From 1 January 2007 to 1 May 2008.

**From 1 May 2008 to 1 May 2009.

***From 1 May 2009 to 1 May 2010.

****From 1 May 2010 to 1 May 2011.

† S4 Senior Management incl. Deputy Head of Mission (DHoM.)

TABLE 23
Composition of Recruitment Panels for International Contracted Professional and Seconded positions in field operations, Secretariat and Institutions

Grade	No. of panels	Total in Per Cent		OSCE Secretariat		OSCE Centre in Ashgabat		OSCE Presence in Albania		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Office in Yerevan		OSCE Mission in Kosovo		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Mission to Skopje		OSCE Office in Tajikistan		ODIHR		RFoM		Personal Representative of the CIO (MINSK)		Total in Numbers		
		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	
DHoM	0	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
D2	2	56%	44%	5	4																															5	4	
D1	1	75%	25%																																	3	1	
P5	5	73%	27%	15	6									4	1																					19	7	
P4	18	64%	36%	20	9														26	9																56	32	
P3	24	52%	48%	32	20														3	1						4	5	4	1	14	26					57	53	
P2	10	52%	48%	5	7	3	1												5	3	7	1														22	20	
P1	2	67%	33%	3	1																																6	3
S4	0	0%	0%																																		0	0
S3	13	69%	31%																																		34	15
S2	43	55%	45%																																		96	78
S1	17	68%	32%																																		45	21
S	19	47%	53%	32	36																																34	39
Total	154	58%	42%	112	83	3	1	15	5	0	8	6	8	54	19	8	8	63	29	10	3	3	1	27	14	32	34	8	7	31	48	3	1	2	4	377	273	
Total		100%		195		4		20		8		14		73		16		92		13		4		41		66		15		79		4		6		650		
%		58%	42%	57%	43%	75%	25%	75%	25%	0%	100%	43%	57%	74%	26%	50%	50%	68%	32%	77%	23%	75%	25%	66%	34%	48%	52%	53%	47%	39%	61%	75%	25%	33%	67%	58%	42%	

Note: Recruitment panels between 1 May 2010 and 1 May 2011.

TABLE 24**Projects reported by field operations as being gender mainstreamed by Dimension and Budget**

From 1 May 2010 to 1 May 2011

Dimension	Total Number of Projects reported	Projects with Budget Information	Projects with Budget under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender mainstreamed Projects
Politico-Military	39	15	7	31,972.00	6,329,743.50
Economic and Environmental	43	31	12	108,883.00	3,303,856.00
Human Dimension	183	149	84	549,468.71	8,453,320.03
Total	265	195	103	690,323.71	9,633,599.50

TABLE 25**Projects reported by field operations as being gender mainstreamed by Dimension and Budget**

From 1 May 2010 to 1 May 2011

Dimension	Total Number of Projects reported	Projects* where the Definition of Gender is Restricted to the representation of women among Project Staff, Partners or Beneficiaries
Politico-Military	39	16
Economic and Environmental	43	29
Human Dimension	183	42
Total	265	87

* Projects where the definition of gender mainstreaming is explained as the representation of women among project staff, partners or among beneficiaries, such as trainees. Therefore, although the total number of projects classified by the field operations as containing a gender mainstreaming component is 265, only 178 projects include a gender component in the substance of the activities.

TABLE 26:
History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE field operations, by sex, since establishment of the OSCE structures in the 1990s until 1 May 2011

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	4	n.a	0
ODIHR	3	4	0	1
High Commissioner on National Minorities	2	3	1	0
Representative on Freedom of the Media	1	2	0	1
TOTAL	6	13	1	2

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Baku	3	5	1	0
Office in Yerevan	3	4	1	0
Minsk Conference		2		0
Office in Minsk - CLOSED	3	5	1	0
Mission to Moldova	9	11	0	0
Project Co-ordinator in Ukraine	1	5	0	0
Centre in Almaty/Astana*	1	7	2	0
Centre in Ashgabat		4		1
Centre in Bishkek	1	4	1	0
Centre in Dushanbe / Office in Tajikistan	6	8	0	0
Project Co-ordinator in Uzbekistan		5		0
Mission in Kosovo	6	5	0	0
Mission to Bosnia and Herzegovina	6	5	0	0
Mission to Skopje	1	5	1	0
Mission to Serbia	6	4	1	0
Mission to Montenegro	2	1	0	1
Presence in Albania	2	6	2	0
Mission to Croatia / Office in Zagreb	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED		8		0
Latvia – CLOSED		2		0
Estonia – CLOSED		3		1
TOTAL	62	111	10	4

* Since 2008, IRMA staff report classifies the DHoM in Astana as S4. Hence, the number "2" under Centre in Almaty/Astana DHoM.

TABLE 27:
Post Distribution in the OSCE Secretariat, field operations and Institutions. Seconded and Contracted posts of Heads, Deputy Heads and other Senior Management

Field operations, Institutions and the Secretariat	Head(s)						Deputy Head(s)						Other Senior Management**						Total					
	2009		2010		2011		2009		2010		2011		2009		2010		2011		2009		2010		2011	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	17	1	17	1	16	0	10	4	9	3	8	3	46	18	51	28	56	28	73	23	77	32	80	31
Total: Secretariat / Institutions*	4	0	3	1	3	1	0	0	0	0	0	0	26	9	22	11	20	14	30	9	25	12	23	15
Total:	21	1	20	2	19	1	10	4	9	3	8	3	72	27	73	39	76	42	103	32	102	44	103	46
In per cent (%):	95%	5%	91%	9%	95%	5%	71%	29%	75%	25%	73%	27%	73%	27%	65%	35%	64%	36%	76%	24%	70%	30%	69%	31%

Total 135 Total 146 Total 149

Notes: In comparison to the year '2009', In '2010', one female DHoM has separated and thirteen new women professionals have joined the group of the Senior Management positions in the OSCE.
 IRMA staff report classifies the DHoM in Astana as S4, without specifying the actual official function of the incumbent. Hence, the number "3" under D/HoM 2010 and 2011.

* Secretariat / Institutions: HLPG, Article IV, ODIHR, HCNM, OSCE Representative on Freedom of the Media.

**Other Senior Management: S3+, P5+.

Note: Data as on 1 May 2010 and 1 May 2011.



OSCE Action Plan for the Promotion of Gender Equality

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

May 2011

Introduction

In accordance with the OSCE Action Plan for the Promotion of Gender Equality, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) assists participating States in implementing commitments related to the promotion of gender equality and increasing the participation of women in governance structures. ODIHR promotes the integration of a gender perspective in all policies, programmes and practices, and implements targeted initiatives to ensure gender equality in priority areas outlined in the Action Plan (Chapter V, para 44 b-g).

The priority areas defined in the Action Plan include development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for the participation of women in political and public life, promoting equal opportunities for women and men in the economic sphere, building national mechanisms for the advancement of women, preventing violence against women, and encouraging women's participation in conflict prevention and post-conflict reconstruction.

This report provides an overview of gender-mainstreaming activities in the fields of training, management, recruitment and public relations, and provides updated gender-disaggregated statistics regarding the recruitment process and staff composition.

In Section II, the report provides a comprehensive description of the manner in which gender is integrated into all ODIHR programmes and projects, across all Departments. This Section focuses on programmes designed to eliminate gender-based discrimination in political and electoral processes and to promote the integration of a gender perspective in legal frameworks. It also focuses on the protection and promotion of women's rights and on increasing the participation of women, including Roma and Sinti women, in political and public affairs.

Lastly, Section III of the report highlights key activities and outputs of ODIHR's two targeted programmes designed to integrate a gender perspective into the security sector and to increase women's participation in political and public life. These goals are promoted through the implementation of the Programme on Increased Participation of Women in Politics and the Human Rights, Women and Security Programme.

The report covers the period of 1 May 2010 – 1 May 2011.

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

Throughout 2010 and the beginning of 2011, ODIHR continued to keep gender balance in mind when identifying experts for projects, selecting speakers and moderators for human dimension events, and in recruiting new ODIHR staff members. ODIHR continued to ensure the inclusion of gender considerations when developing and commenting on national policy documents, training manuals and ODIHR publications.

ODIHR personnel statistics shows a healthy, gender-balanced workplace. Although there is inequality at the GS level, where men make up only 27 per cent of the general services staff, this is offset at the P3 and higher levels, where men represent 60 per cent of professional staff. Seconded staff members, on the other hand, are mostly female, representing three-fourths of this staff category.

In contrast to personnel statistics, which remain stable in comparison to the previous reporting period, recruitment data show a slight change in gender balance at ODIHR. The overall number of applications for vacancies from women surpassed the number of applications from men; women comprised 55 per cent of all applicants. Women were also more successful in being appointed to general services and professional posts. Two men and six women were appointed to general services posts, and ten men and fourteen women to professional posts. This, however, does not impact on personnel statistics because of the gender composition of the separating staff. Nevertheless, this is an encouraging trend.

There is a relatively good balance with regard to the number of consultants contracted by ODIHR, with women contracted 42 per cent of the time. This includes contracts within the framework of the recruitment of experts for election observation missions and when contracting experts for other important ODIHR activities.

When recruiting experts for Election Observation Missions, Election Assessment Missions and Election Support Teams (EOMs/EAMs/ESTs), ODIHR strives to ensure gender balance. ODIHR makes specific efforts to recruit women as experts in management positions, such as Heads and Deputy Heads of Missions. During the reporting period, the ODIHR Director appointed five women as Heads of Mission. Participating States have been encouraged to continue seconding women as long- and short-term observers (LTOs/STOs).

Between May 2010 and May 2011, core teams of 16 EOMs/EAMs/ESTs included 77 female experts out of a total of 195. Out of 169 LTOs seconded by OSCE participating States, 63 were women. Out of 1,497 STOs seconded by OSCE participating States, 563 were women. In addition, out of 80 STOs funded through the OSCE/ODIHR Diversification Fund, 22 were women, while 14 of 26 funded LTOs were women. Training for short-term and long-term observers conducted by ODIHR highlighted the importance of observing women's participation in elections specifically. For this training, out of a total of 52 participants, 26 were women.

Statistics show that women have participated in training to a greater degree than men; 65 per cent of ODIHR staff members in OSCE-funded training were women. This is a slight decrease from the previous reporting period, where female participation in training activities reached 70 per cent. In December 2010, two staff members participated in the Intensive Gender Training organized by the Training and Gender Sections in Stadt Schlaining, Austria. In April 2011, two staff members participated in this training. The training focused on key gender concepts, the methodology of gender mainstreaming as applied to the OSCE's three dimensions, the integration of a gender perspective into the project cycle, and an introduction to gender budgeting. ODIHR plans to organize a gender mainstreaming training for its staff in Warsaw in December 2011.

In its public information activities and publication programme, ODIHR supports gender mainstreaming. All ODIHR press releases and publications are edited in accordance with OSCE standards. These standards include ensuring gender-sensitive language and, where attention is drawn to individuals, specialists or officials, making certain that women are represented as often as possible. ODIHR also strives to ensure that women and men are equally represented visually in all its material, be it printed or web-based.

ODIHR highlights gender equality as one of the main topics on its homepage and has made the OSCE Gender Action Plan and other gender-relevant documentation available on its website.

Human Dimension Induction Course (HDIC)

Since the HDIC was introduced in 2004, it has been organized on a regular basis for new staff members from ODIHR and OSCE field operations working on the human dimension.

Three induction courses were conducted during the reporting period, with over 80 participants in total. This year the percentage of women's participation increased to 63 per cent, compared to 54 per cent participation in the previous year.

The course curriculum covers all topics related to the human dimension, thus providing participants with comprehensive knowledge of the scope of OSCE human dimension commitments and ODIHR work in this area. In addition, it serves as an excellent forum for field mission staff and ODIHR staff members to discuss possible programmatic co-operation. A module on gender equality is included in every HDIC. This session looks in detail at relevant international standards and OSCE commitments on gender equality, as well as at levels of women's participation in political and public life across the OSCE region. The session also provides an overview of the concept of gender mainstreaming and ODIHR work in the area of gender and security.

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

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

OSCE Review Conference

In accordance with the 1992 Helsinki Document and the 1994 Budapest Document, in 2010 the OSCE Ministerial Council decided to hold a Review Conference in advance of the Astana Summit.¹ The Review Conference constituted the largest human dimension event of the year, where OSCE human dimension commitments and their implementation were discussed in detail. Gender issues were highlighted in different sessions throughout the Conference. Topics discussed included the participation and representation of women in elections; the

¹ Therefore, in line with Permanent Council Decision No. 476, the 2010 Human Dimension Implementation Meeting was cancelled.

plight of refugee women and children in conflict areas; strengthening of gender-sensitive outreach initiatives in relation to hate-motivated crimes and incidents; good participating State practices in creating gender-sensitive safe labor and migration opportunities for young people in relation to combating trafficking in human beings; and development of gender-sensitive, rights-based educational methodologies which take into account specific forms of intolerance faced by migrant women.

Gender issues were most comprehensively discussed at the session devoted to, *inter alia*, promotion of gender balance and implementation of the OSCE Action Plan and relevant commitments. This session brought up crucial issues for discussion, such as women's enjoyment of *de facto* equality in public and private spheres and measures to eliminate gender-based discrimination. Moreover, the OSCE Action Plan for the Promotion of Gender Equality received attention as a key document for promotion of gender equality and gender mainstreaming within the OSCE.

In addition, a number of side events organized during the Review Conference were devoted to issues such as gender balance and women's rights in Central Asia, diversity of gender definitions, and sexual rights and gender identity. In addition, in celebration of the 10th anniversary of United Nations Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325), ODIHR co-organized a side event which analyzed the current status of women in the security sector. The side event served as a platform for introducing the Russian translation of ODIHR's *Toolkit on Gender and Security Sector Reform*² and featured Wendy Patten, the then newly-appointed Special Representative on Gender Issues of the OSCE Chairperson-in-Office. The panel also included distinguished experts and practitioners from the United States, the Russian Federation, Serbia and Georgia.

Human Dimension Meetings

Supplementary Human Dimension Meeting (SHDM) on Promoting Gender Balance and Women's Participation in Public and Political Life (6-7 May 2010)

In May 2010, a Supplementary Human Dimension Meeting was held on "Promoting Gender Balance and Women's Participation in Public and Political Life". The meeting convened 250 participants from 47 delegations of OSCE participating States, as well as representatives from non-governmental and international organizations. During the meeting, participants developed a set of recommendations to further strengthen national mechanisms for the advancement of women and adopt measures to achieve gender balance in political life. Importantly, participants also shared examples of successful initiatives to combat gender-based discrimination in the workplace and promote family friendly-policies, as well as eliminate gender stereotypes in the media and in education.

A number of side events were held on the margins of the SHDM. The importance of effective knowledge resources for women in politics was highlighted at a side event co-hosted by ODIHR and iKNOWpolitics, in co-operation with UNIFEM and UNDP. Challenges and

² The Toolkit on Gender and Security Sector Reform was jointly produced by ODIHR, DCAF and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) and published in March 2008. It is available at <http://www.osce.org/odihr/44713>.

opportunities for women in Kyrgyzstan were also discussed during a side event, focusing on the role of civil society in increasing women's representation in political life.

Human Dimension Seminar (HDS) on Strengthening Judicial Independence and Public Access to Justice (17-19 May 2010)

In 2010 the annual Human Dimension Seminar, which brought together 166 participants, was held on "Strengthening Judicial Independence and Public Access to Justice". The seminar emphasized judicial independence as a vital component of a democratic system of governance. Seminar participants recommended that OSCE participating States achieve or maintain gender balance in the judiciary, at all levels. In addition, the last working group session, on public access to justice, highlighted that justice must be equitable and accessible for all. Women victims of gender-based violence or other forms of gender discrimination were highlighted as a vulnerable group lacking adequate protection and access to justice. This discussion concentrated on measures which can be taken by judicial authorities and participating States to tackle this issue and to provide access to justice and effective remedies to women victims of gender-based discrimination.

ELECTIONS, ELECTION OBSERVATION AND EFFECTIVE REPRESENTATION:

Gender equality aspects are included in all ODIHR election-related activities, in line with Gender Action Plan commitments. In its election observation activities, and in particular through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs), ODIHR provides consistent gender-specific analysis of election processes and women's participation in political life. Reporting on gender equality and women's effective participation in elections is part of the duties and responsibilities of all EOM and EAM analysts, who consider the ways in which legal, media, political and social structures affect women as well as men in electoral processes.

ODIHR Election Observation Missions and Election Assessment Missions

Where possible, the core team of experts of an EOM/EAM includes a Gender Analyst. Alternatively, a member of the core team, usually the Political Analyst, may serve as gender focal point, and is specifically tasked to undertake and co-ordinate all gender-related analysis. Gender Analysts serve as a focal point for inputs from analysts and are responsible for providing analysis, advice and expertise to other core team members. In the reporting period (May 2010 – May 2011), Gender Analysts were part of the core teams of four EOMs.

All members of the core team, specifically the Legal Analyst, the Political Analyst, the Election Analyst, the Media Analyst and the LTO Co-ordinator, are requested to analyze how gender issues relate to their area of responsibility and how legal, political, media and social structures affect women in electoral processes. When deployed, Campaign Finance Experts, National Minorities Experts, and Voter Registration Experts also consider the impact of gender issues on their area of expertise. Heads of ODIHR EOMs and EAMs have a specific responsibility in ensuring mainstreaming of gender issues throughout the Mission's activities.

All ODIHR EOM/EAMs therefore undertake a systematic examination of: women's participation as election administrators, voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, political parties and civil society organizations; and how women and men are affected by the respective legal framework and media structures.

The terms of reference for all core team members require that they pay attention to the gender dimensions noted above, including observation of women's participation in election processes, and make reference to the ODIHR *Handbook for Monitoring Women's Participation in Elections*.³ Long-term and short-term observers (LTOs and STOs) are provided with briefing materials and specific instructions that enable them to fulfill their responsibility of systematic reporting on gender issues. The *ODIHR Handbook for Long-term Observers*⁴ devotes specific attention to gender monitoring. Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. The *Handbook for Monitoring Women's Participation in Elections* is used by all EOM members as a working tool. These materials provide specific guidance to observers in their gender-related analysis of election processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practices.

Review of Election Legislation and EOM/EAM Reporting

The review of election legislation of participating States is another regular activity of ODIHR, which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, para. 44b). These legal reviews⁵ assess, for example, the existence of provisions for the respect of women's human rights, provisions for equal opportunities for women to participate in elections and in the formation of government, as well as the inclusion of specific measures (for instance, quota systems) to increase the participation of women as voters, candidates and elected representatives, and as members of the election administration.

In its electoral activities, ODIHR seeks to ensure "gender-balanced reporting" (GAP 2004, para. 40). Transparent reporting of election observation missions is ensured by the publication of a series of reports.⁶ These reports systematically include sections on the role, participation and representation of women in election processes and political life. In addition, on EOMs with a Gender Analyst, the analyst contribute text for inclusion in the EOM's reporting, including recommendations for further improvement in the area of women's participation in the electoral process. Such recommendations focus 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. The analysis and recommendations also identify best practices to contribute to equal opportunities and to overcome barriers to women's participation in electoral processes.

³ Available at: <http://www.osce.org/odihr/elections/35151>.

⁴ Available at: <http://www.osce.org/odihr/elections/24678>.

⁵ OSCE/ODIHR legal reviews are available at <http://www.osce.org/odihr/elections>.

⁶ Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions, as well as Final Reports. All OSCE/ODIHR election observation reports are available at: <http://www.osce.org/odihr/elections>.

RULE OF LAW:

ODIHR continued to consider gender mainstreaming in the development of its rule of law projects and activities throughout the reporting period. Specific attention was paid to gender balance when identifying external experts and consultants for co-operation in rule of law projects.

Judicial Independence

A diverse and gender-balanced composition of judicial personnel is an important factor for public acceptance and legitimacy, which in turn may strengthen judicial independence. Therefore, it is important that judicial selection criteria and procedures do not discriminate against women, and that due attention is paid to developing policies to increase the percentage of women judges where necessary and appropriate. Results of a continuous assessment of judicial independence in the OSCE region suggest that women are often well-represented at the lower level of the judiciary, but are less so at the higher level, such as in appeal courts, Supreme Courts, Cassation Courts and Constitutional Courts.

In June 2010, ODIHR led a group of independent experts to develop and adopt the *Kyiv Recommendations on Judicial Independence in Eastern Europe, South Caucasus and Central Asia*. The Kyiv Recommendations address women's access to the judicial profession by suggesting that the composition of the judiciary should reflect the composition of the population as a whole. Since their adoption, the recommendations have served as a basis for discussion in numerous judicial reform debates in OSCE participating States, including Moldova, the Russian Federation, Kazakhstan, and Kyrgyzstan.

Administrative Justice

Gender mainstreaming has also been taken into consideration in the development of ODIHR's new administrative justice portfolio. Guidelines for monitoring administrative justice procedures, currently being developed, will pay special attention to the impact of rule of law processes on women, and women's relation to the public administration. Equal access to the administration and provision of public services is often critical for the protection of women's rights, including, for example, equal access to business licensing, property registration, health care and education services, among others. However, social and economic factors often prevent women from submitting complaints or seeking legal redress when their rights are violated. ODIHR research and activities are intended to provide specific guidelines on how to improve women's access to administrative justice, as a means of safeguarding their rights.

Trial Monitoring

ODIHR also pays due attention to gender mainstreaming in the context of its work on developing a Trial Monitoring Information and Knowledge Management System and Legal Database. The ODIHR project aims at providing OSCE field operations with a learning tool that would assist them in enhancing their overall performance in trial monitoring activities. A steering body, the Advisory Board, includes representatives of nine field operations and assists ODIHR with the development of the project. With the aim of ensuring gender mainstreaming, the Advisory Board has discussed, *inter alia*, the possibility to include in the

overall system additional components to specifically monitor cases of domestic violence and trafficking in human beings.

LEGISLATIVE SUPPORT:

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

Legislative Assessments

In the reporting period, ODIHR has assessed draft legislation in the field of gender equality, notably the Moldovan draft Law on Amendments and Addenda to some Legal Acts, which included additional provisions to enhance gender equality in various pieces of legislation. A follow-up event to discuss ODIHR recommendations is expected in the second half of 2011.

At the end of April 2011, ODIHR received a request from the Ministry of Labour and Social Policy of the former Yugoslav Republic of Macedonia, to review the Equal Opportunities Law for its compatibility with international gender equality standards. At a later stage, ODIHR will discuss this review with a working group established to amend the current Equal Opportunities Law.

Guidelines on Political Party Regulation and Legislationline.org

ODIHR paid special attention to the issue of gender equality in the drafting of the ODIHR-Venice Commission *Guidelines on Political Party Regulation*, completed in October 2010. Aside from special sections on non-discrimination and gender equality, gender issues were mainstreamed throughout the text of the Guidelines, to ensure that women's participation in political parties, and thus political life, is well addressed.

In addition, ODIHR maintains the www.legislationline.org database, which features, amongst others, a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States, in both English and Russian languages. A significant part of this compilation was updated in 2011, so that the online portal now contains the most recent versions of gender equality legislation from across the OSCE region.

DEMOCRATIC GOVERNANCE:

In the area of democratic governance, ODIHR supported and encouraged think tanks in participating States as they researched and analyzed the legislative framework for political parties. Focus groups and roundtables facilitated consultation among key stakeholders, including parliamentarians, party members, legal experts, and political party regulators. These consultations contributed to the development of analytical reports on political party regulation.

ODIHR specifically requested experts in all four project countries (Ukraine, Moldova, Azerbaijan, Tajikistan) to include gender equality and women's participation in political parties as one of the focus areas for discussion and research. During discussions on the topic, ODIHR provided statistics, case studies and normative analysis to explain the link between political party regulation and women's participation. In some cases, this was the first time the issue of women's participation had been considered in the context of wider debates about the quality of democratic governance.

MIGRATION AND FREEDOM OF MOVEMENT:

Regional Training on Gender-Sensitive Labour Migration Policies was held in Kazakhstan in September 2010 and in Vienna in May 2011. The training was based on the *Gender and Labour Migration Trainer's Manual* published by ODIHR and the Office of the Co-ordinator of OSCE Economic and Environmental Activities. The manual serves as a practical training tool and aims at providing legislators and policy-makers with knowledge of how to effectively mainstream gender issues into migration policies; it is currently being updated. Training to introduce this tool to OSCE field missions is planned for October 2011.

ROMA AND SINTI:

In its overall assessment of the situation of Roma and Sinti in the OSCE region and in its support for implementation of OSCE commitments on Roma and Sinti, the ODIHR Contact Point for Roma and Sinti Issues (CPRSI) pays special attention to the challenges Roma and Sinti women confront in playing a full and equal part in the public and political life of their communities and in society as a whole. In particular, ODIHR recognizes that Roma and Sinti women often face multiple forms of discrimination in many areas of life. ODIHR therefore supports the involvement, capacity-building and empowerment of Roma and Sinti women, and views this task as a cross-cutting priority.

ODIHR takes care to ensure that Roma women are represented in human dimension meetings, where Roma women are given the opportunity to be visible and voice their opinions and concerns. Roma women presented their views during the High Level Conference on Tolerance and Non-Discrimination in Astana in June 2010. In addition, Roma women actively contributed to a Working Session of the OSCE Review Conference in Warsaw in October 2010 and a corresponding side event on migration and freedom of movement co-organized by ODIHR, the European Roma Rights Centre and Amnesty International.

During the Review Conference, ODIHR facilitated a Roma consultation meeting, with the participation of around 40 Roma and Sinti organizations including Roma women, who discussed the current developments, challenges and trends affecting Roma throughout Europe. ODIHR also regularly supports the participation of Roma women at Supplementary Human Dimension Meetings, in particular those that address the issue of gender equality and participation of women in politics and public life.

ODIHR is also supportive of Roma women's efforts to participate in electoral processes as voters and candidates, as well as acting as election observers in ODIHR EOMs and in domestic observation processes. To this end, ODIHR has provided small grants to Roma organizations to raise awareness in Roma communities of the importance of the voting

process and voting procedures, placing a particular emphasis on encouraging Roma women and youth to vote. These activities were organized through the project “Raising awareness of the rights to vote among Roma”, implemented by the Roma Women Fund “Chirikli” during the local elections in Ukraine in October 2010.

ODIHR supports activities organized by partner institutions and civil society actors that have a gender-specific focus. For example, in April 2011 ODIHR participated in the conference “Roma Women in Focus – Roma Women in Central and Eastern Europe”, organized by the European Women’s Lobby in Budapest. On International Women’s Day, 8 March 2011, ODIHR staff gave a presentation on the situation of Roma women in Europe at a meeting of the Austrian Women’s Council in Vienna.

Further, ODIHR promotes the adoption of a gender-sensitive approach within the broader human rights discourse among Roma and Sinti civil society, including with traditional community leaders. In this regard, ODIHR works closely with local authorities and civil society organizations to ensure that attention is paid to the issues of non-participation in education and the high drop-out rate of Roma girls from schools and their particular vulnerability with regard to the right to education, connected to the practice of early marriage. ODIHR also supported the development of a study entitled *Un’ altra città é possibile*.⁷ The study analyzes policies targeting Roma and Sinti in Italy’s capital, Rome, over the last decade, with a view to assessing their effect on social integration, enjoyment of human rights and vulnerability to human trafficking.

TOLERANCE AND NON-DISCRIMINATION:

ODIHR continued mainstreaming issues related to gender equality and discrimination into its Tolerance and Non-Discrimination Information System (TANDIS)⁸. The system includes gender-based discrimination as a key issue (<http://tandis.odihhr.pl/?p=ki-ge>) and provides links to international instruments and documents (among them the OSCE Action Plan for the Promotion of Gender Equality and related national action plans). The system also provides links to reports from non-governmental organizations pertaining to gender-based violence or discrimination through the HURISEARCH portal (<http://tandis.odihhr.pl/?p=ki-ge,hur>).

The Advisory Council of the OSCE/ODIHR Advisory Panel of Experts on Freedom of Religion or Belief continues to apply a gender perspective to its work. Specific attention to this issue was paid in review of draft legislation on freedom of religion or belief and in the preparation of the second edition of the *Guidelines for Review of Legislation Pertaining to Religion or Belief* during the reporting period.

The Civil Society Capacity Building Programme continued its efforts to achieve gender balance when identifying participants, speakers and moderators for human dimension events in the area of tolerance and non-discrimination. Furthermore, ODIHR has ensured that a gender perspective was included in the agenda and recommendation process of civil society

⁷ The report was published by the Italian NGO, GEORDIE onlus, in Rome in 2010 (ISBN 978-88-906011-0-1). Copies can be requested by emailing GEORDIE at: geordieonlus@gmail.com. The English translation of the report will be available in late 2011.

⁸ Available at <http://tandis.odihhr.pl>.

meetings that were held ahead of OSCE conferences. Additionally, during ODIHR's hate crime training courses for law enforcement, civil society organizations and field operations staff conducted in 2010, ODIHR ensured that a gender perspective was mainstreamed into the curriculum of the training and that both trainees and trainers were chosen in a gender-balanced way.

ODIHR also assisted the Personal Representatives of the Chairperson-in-Office on tolerance and non-discrimination issues by identifying key NGOs addressing gender mainstreaming or women rights in relation to hate crimes and other forms of intolerance, and providing substantial inputs concerning minority women who may experience aggravated discrimination.

TRAFFICKING IN HUMAN BEINGS:

In the reporting period, ODIHR continued to promote gender-sensitive and human rights-based approaches in its anti-trafficking activities, with a focus on prevention and protection, recognizing that trafficking harms both men and women. ODIHR also continued to seek and strengthen new partnerships with organizations that can respond effectively to different forms of trafficking, including labour trafficking, which also significantly affects men. It encouraged relevant state and civil society stakeholders, who are still heavily focused on assistance to female victims of trafficking, to expand their group of beneficiaries to include men or to identify alternative assistance providers for male victims.

Working with traditional state and non-governmental anti-trafficking stakeholders, ODIHR also noticed during the reporting period that victims of labour trafficking are now facing similar prejudices and misperceptions as victims of sex trafficking faced a decade ago. Male victims of trafficking face additional challenges in that direct assistance is rarely available to them and that such assistance is not tailored to their needs. Therefore, ODIHR continued to advocate and promote the provision of gender-sensitive assistance to both women and men, taking into account the specific vulnerabilities of the victims.

ODIHR continued its outreach to vulnerable groups, including migrant workers, persons in immigration detention facilities, as well as members of Roma and Sinti communities. Among its efforts to empower vulnerable Roma and Sinti individuals and groups to claim their rights, ODIHR supported peer education work within these communities. Gender was a key factor in the selection of the peer educators, in order to be able to reach out to both women and men within communities. In addition to ensuring gender balance within the team of peer educators, targeted outreach activities were also conducted towards young women and their families in order to prevent early and forced marriages.

HUMAN RIGHTS DEFENDERS AND NATIONAL HUMAN RIGHTS INSTITUTIONS:

In its capacity building efforts and training for human rights defenders and civil society, ODIHR attempted to maintain a gender balance in the composition of trainee groups. For instance, the project outline for the freedom of assembly monitoring project in Georgia included a specific provision emphasizing that both men and women should be selected to be trained as assembly monitors. Participants in this training, which took place in Tbilisi in

December 2010, included a majority of women. Moreover, in training delivered to human rights defenders in Kyrgyzstan in February 2011, ODIHR sought to select a diverse group of participants, which included defenders working to prevent gender-based discrimination and violence against women. This facilitated the inclusion of a gender perspective into the analysis and discussion.

Acknowledging that women and men are affected by human rights violations differently, ODIHR developed a project supporting National Human Rights Institutions (NHRIs) in the OSCE region to address gender equality and women's rights issues. This project entails a multi-step approach to mapping the existing practices of NHRIs in mainstreaming gender internally as well as upholding women's rights and promoting gender equality as these institutions service the public. A focus is placed on exploring good practices within the OSCE region. After a study and survey were undertaken from November 2010 to March 2011, ODIHR organized a workshop on the role of NHRIs in promoting women's rights and gender equality in March 2011 in Prague. The workshop provided an opportunity for representatives from 17 NHRIs from across the OSCE region to discuss their structures, mandates and practices in promoting gender equality and women's rights at the national and international level. NHRI representatives shared successful practices as well as challenges experienced in exercising their mandated functions. Based on the survey results and findings from the workshop, ODIHR plans to produce a publication in late 2011.

HUMAN RIGHTS IN THE ARMED FORCES:

In May 2010, ODIHR and the Geneva Centre for Democratic Control of the Armed Forces (DCAF) jointly organized an event on the human rights of armed forces personnel held in Belgrade, Serbia. Participants discussed human rights at risk in the armed forces as well as variations in legislation of OSCE participating States concerning restrictions on civil and political rights; special attention was paid to women in the armed forces. In addition, a representative from the Ministry of Defence (MoD) of Serbia discussed the National Action Plan for the implementation of UN Security Council Resolution (UNSCR) 1325, which has since been adopted in December 2010.

At a similar roundtable event in November 2010 in Tirana, Albania, the Military Advisor to the Albanian President noted the obstacles faced by women in all phases of military careers, and the need to strengthen mechanisms for supporting the human rights of women. She noted the importance of gender sensitivity in the context of management and recruitment. A recommendation was made that equal opportunities for women within the army should be secured in line with international treaties such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

During both roundtable events, ODIHR presented the ODIHR/DCAF *Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel*, which contains a specific chapter on "Women in the Armed Forces". The Handbook has been further presented during a launch event in November 2010 in Ashgabat, Turkmenistan. At the September 2010 Forum for Security Cooperation (FSC) Seminar on the implementation of the Code of Conduct on Politico-Military Aspects of Security in Eastern Europe, ODIHR presented the recommendations regarding women in the armed forces contained in the Handbook.

ODIHR also published a video on its website in which the legal and practical need for equal treatment of women in the armed forces was discussed. The video is available at the OSCE YouTube channel: <http://www.youtube.com/watch?v=1Xv0UI-mUF8>.

III Programmatic activities with specific focus on gender

ODIHR has developed and currently implements two programmes to address areas where a need for more concentrated gender equality efforts has been identified. These include the:

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

Programme on Increased Participation of Women in Politics⁹

ODIHR's Programme on Increased Participation of Women in Politics provides support to participating States in two main areas: increasing women's political participation and strengthening national mechanisms for the promotion and protection of gender equality. The Programme promotes gender equality as an integral part of democratic society, focusing on increasing participation of women in political parties and fostering the role of women at all levels of decision making. It aims to achieve these objectives by developing legislative and policy frameworks that ensure the equal participation of women in political life, and assisting participating States in enhancing national mechanisms for the promotion of gender equality.

Increasing women's political participation

In 2010-2011, ODIHR continued to apply a strategic approach to women's political empowerment in the form of local capacity building as well as support for networking and knowledge sharing among gender advocates and political actors. In Ukraine, ODIHR organized capacity building training for local officials on integrating a gender perspective into local governance in May 2010. During the same period, women politicians and gender activists from Belarus, Moldova and Ukraine met with their Austrian counterparts in government, political parties, parliament and civil society during a study visit to Vienna organized by ODIHR. The visit aimed at presenting Austrian good practices on mainstreaming gender into policy processes and encouraged participants to share first-hand success stories on increasing women's participation in political and public life.

ODIHR also promotes networking as a powerful tool for building a "critical mass" among women to influence policies, political agendas and institutions. Networking among local and national politicians was strengthened during a high-level forum on "Promoting Women's Political Participation and Representation" in Kyiv in May 2010, jointly organized by ODIHR and the OSCE Project Co-ordinator in Ukraine. The Forum gathered representatives of ministries, parliament, local government and civil society as well as international experts and participants from Belarus, the former Yugoslav Republic of Macedonia, Moldova, the

⁹ During 2010, this programme was entitled "Increased Participation of Women in Democratic Governance". In the period 2011-2012, ODIHR is implementing a programme with similar objectives entitled "Increased Participation of Women in Politics".

Russian Federation and Switzerland. Participants discussed trends and challenges in women's political participation in the region, strategies to empower women as political party members and elected officials, and measures to promote gender equality through local councils.

ODIHR also provided expertise to a roundtable on "Women's Participation in Politics", organized by the OSCE Mission to Moldova in September 2010. The Roundtable featured civil society, political parties, Members of Parliament as well as representatives from Ukraine and Belarus, to further exchange measures on promoting women's political participation.

In October 2010, ODIHR provided support for the Ukrainian Women's Fund to develop a study on women's political participation in Ukraine. The strategy paper analysed the current status of women in decision-making at different levels in Ukraine, outlined past and present activities, and presented strategies to promote women's political participation in Ukraine in the period 2012-2020. The paper was finalized in December 2010, in English and Ukrainian. Throughout 2011, ODIHR and the Ukrainian Women's Fund will disseminate the paper to a wide array of relevant stakeholders in Ukraine, including national and international actors as well as civil society organizations.

In 2010, ODIHR also commissioned a baseline study to identify measures to promote women's political participation, with a specific focus on voluntary measures political parties can adopt to promote women as decision-makers. The study proposed a detailed Six-Step Action Plan as a practical tool for guiding government and political party efforts to enhance women's political participation. These steps include strengthening constitutional and legal frameworks to protect women's political rights, introducing special measures to promote women's participation in political parties, organizing capacity development and public awareness efforts, and adopting gender-sensitive internal political party procedures.

The baseline study findings are being used to inform activities within the framework of a two-year ODIHR project on "Women in Political Parties", officially launched in April 2011. This project aims to expand the knowledge of political stakeholders on measures which have proven successful in increasing the number and role of women in political parties, and to build the capacity of political stakeholders in project countries to apply voluntary measures for increasing women's participation in political parties. The project covers five pilot countries: Albania, Georgia, Kazakhstan, Kyrgyzstan and Moldova. In the first half of 2011, ODIHR established a high-level Expert Advisory Group of gender and political party experts to support the implementation of the project. A Consultative Advisory Group of politicians, scholars, and international organization representatives will contribute its expertise to project activities. The Project will be implemented in partnership with the OSCE field operations and civil society partners in project countries.

Strengthening national mechanisms for the promotion and protection of gender equality

Responding to specific requests for assistance from a number of OSCE participating States, ODIHR launched a "National Human Rights Institutions and Gender Equality" project in 2010. This initiative focuses on strengthening the capacity and effectiveness of NHRIs in protecting and promoting women's rights and gender equality. The project activities are discussed in more detail in the Human Rights Defenders and NHRIs section.

ODIHR also supports participating States in strengthening policy and legislative frameworks for the promotion of gender equality and protection of women's rights. In response to a request by the OSCE Centre in Astana, ODIHR, in cooperation with the Gender Section in the OSCE Secretariat, provided recommendations on the development of a plan of action to promote women's participation in decision-making, to be developed under the auspices of the National Commission for Affairs of Women and Family and Demographic Policy of Kazakhstan. ODIHR submitted proposals on addressing barriers to women's political participation, supporting women's participation in political parties and increasing women's decision-making influence, referring where possible to successful initiatives implemented in other OSCE participating States.

ODIHR also participated in the international conference on "Status and Perspectives for Implementation of the National Gender Policy in Tajikistan", held in April 2011. The conference brought together representatives of government ministries, gender equality and human rights institutions, civil society and international actors, to discuss the development of the national gender action plan. The gender action plan will guide implementation of the National Strategy on Women's Empowerment in the period 2011-2015. ODIHR provided specific recommendations on strengthening the section on women's participation in decision-making. The recommendations focused on strengthening political party and parliamentary capacity to support women's participation, as a critical component of public decision-making processes.

Human Rights, Women and Security Programme

ODIHR has used a cross dimensional approach to advance women's rights and integrate a gender-balanced approach in all security sector institutions of OSCE participating States. ODIHR's Human Rights, Women and Security (HRWS) Programme was created specifically to assist participating States in establishing effective security sector institutions, policies, and programmes that reflect the needs and interests of both women and men. These aims can be achieved by ensuring the promotion of women within security ranks, providing for gender parity in decision-making, and gender sensitizing members of all security sector institutions, whose ultimate duty is to service the public in a fair and non-discriminatory manner.

OSCE participating States are committed to these obligations in Ministerial Council Decision 14/05 on "Women in Conflict Prevention, Crisis Management, and Post-Conflict Rehabilitation" and the 2004 OSCE Action Plan for the Promotion of Gender Equality, which underscore support for UNSCR 1325 on Women, Peace and Security, subsequent UNSCR resolutions in this vein, and applicable legally-binding CEDAW provisions.

During this reporting period, programmatic work focused on the promotion of the *Toolkit on Gender and Security Sector Reform*, support in the development of national action plans for the implementation of UNSCR 1325. and cooperation with OSCE field presences.

ODIHR has established fruitful co-operation with the OSCE Border Management Staff College (BMSC) in Dushanbe, Tajikistan, whereby it implements the gender sessions of the College's annual staff courses based on the Gender and Security Sector Reform Toolkit. In

December 2010 ODIHR conducted the gender training portion of the first BMSC annual course, providing assistance to senior and mid-level managers as well as human resources officers within the border patrols, customs services, and drug control agencies of Afghanistan, Belarus, Kyrgyzstan, Russia, and Tajikistan. In March 2011, ODIHR returned to the BMSC for its second staff course to train participants from the border patrols, customs services, and border police agencies of Afghanistan, Kyrgyzstan, Moldova, Mongolia and Tajikistan. Unfortunately, there were no women trainees during either BMSC annual staff course. ODIHR encouraged BMSC managers to seek a more diverse applicant pool.

In December 2010, ODIHR delivered a presentation during a roundtable on “Men against Violence, Women for Peace in Chisinau”, organized by the OSCE Mission to Moldova. The presentation covered the aims of UNSCR 1325, 1820, 1888, and 1889 that lay the ground work for promotion of women in the security sector as well as encouraging states to address issues such as violence against women in conflict. ODIHR’s advice included practical examples for increasing the number of women in the armed forces, drafting policies, procedures and national action plans in this vein, and facilitating cooperation between law enforcement and gender NGOs. Emphasis was placed on the link between the UNSCR 1325 body of work and the jurisdiction of the International Criminal Court (ICC) over gender-based crimes during conflict.

State policies on women in security

State policies committed to UNSCR 1325 issues must be in place in order to provide equal opportunities for women and men to participate in and shape security sector activities. When well-drafted and resourced, such policies should effectively sensitize all members of the security sector on issues that affect women, so that security institutions can better serve both men and women. Consequently, ODIHR advocates comprehensive national action plans dedicated to the implementation of UNSCR 1325 in OSCE participating States or, alternatively, chapters devoted to UNSCR 1325 obligations in gender national action plans.

In support of these efforts, in April 2011, during a conference organized by the State Committee on Women and Family Affairs of Tajikistan, ODIHR presented preliminary recommendations on the 2011-2015 draft gender National Action Plan of Tajikistan, which includes a chapter on “Women’s Role in Peace Building and Conflict Prevention.” Advice focused on setting forth realistic goals and measurable indicators for this particular chapter and the National Action Plan as a whole. Furthermore, ODIHR stressed that the National Action Plan’s proposed activities should apply to *all* members and employees of the armed forces, law enforcement agencies, border and customs services, as well as other related institutions. Tajik government authorities were encouraged to develop a specific state budget for the implementation of the plan’s activities.

Moreover, during the reporting period, HRWS actively cooperated with relevant units within the OSCE Presence in Albania, OSCE Mission to Serbia, OSCE Mission to Moldova, OSCE Center in Biskek, and OSCE Office in Tajikistan to explore ways to integrate gender in the various activities of the Political- Military Dimension.

**Post Table Staff by Gender
13 May 2011**

GENDER PER GRADE	Male	Female
D	2	0
P5	3	2
P4	7	7
P3	18	11
P2	5	8
P1	1	0
Seconded	4	14
Sub-total Professional	40	42
G7	0	4
G6	7	10
G5	7	27
G4	0	4
G3	2	2
G2	2	0
G1	0	0
Sub-total GS	18	47
Total	58	89
GENDER PER DEPARTMENT		
Direction and Policy	9	8
Common Services	23	27
CPRSI	2	3
Democratization	8	19
Elections	7	9
Human Rights	4	13
TND	5	10
Total	58	89

**Post table Staff Recruitment by Gender
(1 May 2010 – 30 April 2011)**

Applications	
Male	Female
1527	1610
Short Listed Professionals	
Male	Female
24	34
Short Listed General Services	
Male	Female
15	26
Board Members	
Male	Female
43	74
Professional Appointments	
Male	Female
10	14
General Services Appointments	
Male	Female
2	6

**Training Break-down by Gender
(1 May 2010 – 30 April 2011)**

Training Activity	Female	Male	Total
GOP	15	10	25
IRMA	8	7	15
Russian individual classes	2	0	2
Russian group classes	16	5	21
Social Intelligence	6	2	8
Influencing and Public Speaking	5	3	8
Doc.IN	10	3	13
Foundation Negotiation Skills	5	4	9
Advanced Negotiation Skills	5	3	8
Negotiations - Core Skills for Professionals	7	5	12
First Aid Basic	11	10	21
MS Excel – Advanced	17	5	23
Effective Interpersonal Skills	9	2	11

Project Management Workshop	6	7	13
Totals	122	66	189

Female Participation	65 %
Male Participation	35 %

HCNM Annual Evaluation Report on Implementation of the Gender Action Plan May 2011

The High Commissioner on National Minorities (HCNM) has always regarded the promotion of gender equality as an integral part of his policies and activities, not only within his office, but also when implementing project activities. This report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period (May 2010–May 2011).

1) Gender mainstreaming – internal issues

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

A Gender Working Group (GWG), which reports directly to the High Commissioner, was set up in 2005 and continues to meet periodically. During the reporting period two meetings were held. A gender focal point ensures that recommendations from training activities as well as from the GWG are followed internally. A new gender focal point was nominated during the year. One member of the management team participates in the GWG.

With an unusually large staff turnover during the reporting period as staff members reached their maximum periods of service, the HCNM made an effort to use this opportunity to increase gender balance. The reporting period marked an improvement in the gender balance, including at senior levels. Currently, eight out of twenty P staff are female, compared to the previous figure of four out of eighteen. A female senior adviser was promoted to head of section (P5) and the new director (D1) is a woman; as a result the management team is now majority female. Women filled two new senior adviser positions created during the year. In addition, the previously all-female G staff hired one male employee on a temporary contract during the reporting period.

Given that approximately 80 percent of staff turned over since the last all-staff gender training held in 2008, the HCNM plans to conduct another gender training activity during the next reporting period. The GWG discussed ways to make this training relevant and useful to the HCNM mandate and activities and made recommendations to the High Commissioner. The new gender focal point participated in an intensive training on gender issues in Schlaining.

During the reporting period HCNM carried out eleven recruitment procedures and received a total of 1,016 applications of which 488 were from female candidates. There were seven recruitment procedures for P and four procedures for G staff. There was some improvement in the ratio of the applications for G staff.

The High Commissioner will take further steps to counter the predominance of men in professional (P) and of women in administrative (G) positions. One such step could be to encourage men to apply for G positions when positions are advertised.

As far as recruitment procedures are concerned, the office makes a point of including both women and men on interview panels. This policy has been followed for all recruitment procedures during the reporting period. The office endeavours to draw up gender-balanced short lists. This is particularly challenging as candidates who apply for general office positions are overwhelmingly women and the majority applying for professional posts continue to be men. During the reporting period, however, almost half of shortlisted candidates for G staff positions were male. As a general rule when looking to fill vacancies, the HCNM attaches great importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive corporate culture. Achieving gender balance in the recruitment of experts is a goal of HCNM but can be a challenge, particularly in the predominately female sphere of education which is a primary area of HCNM project activities.

With regard to the professional working environment, the relevant Staff Instruction 21/2006 was posted on the HCNM Intranet for greater accessibility to all HCNM staff members. New staff members were introduced to the OSCE Gender Unit during the General Orientation Programme.

2. Gender Mainstreaming – all projects and programmes

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

Due to the High Commissioner's mandate, the HCNM does not implement projects specifically aimed at promoting gender equality and resolving various gender-related issues. Nevertheless, all project officers try to achieve gender-mainstreaming in HCNM projects and HCNM staff make sure that implementing partners seek a sensible gender-balance among the project staff they employ and among the beneficiaries. When announcing expert positions within projects, the HCNM encourages qualified female candidates to apply.

In projects which involve a large number of participants (e.g. training sessions and research on particular minority groups) the HCNM requests implementing partners to provide gender-disaggregated data in their final reports.

All projects that focus on early warning and early resolution of ethnic tensions, such as monitoring networks, educational activities or enhancing knowledge of law enforcement agencies about minority concerns, cover men and women equally. During the reporting period, discussions conducted within the framework of HCNM projects highlighted themes including gender relations in society. HCNM experts involved in a textbook development project made recommendations with the aim to achieve gender mainstreaming and avoid gender stereotypes in the text.

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

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

3. Gender mainstreaming in public information materials

Gender-balanced reporting is the guiding principle for all speeches, statements, press releases and other public appearances by the HCNM.

4. Recommendations

1. Continue to provide gender-specific training for all managerial and programmatic staff on a periodic basis; undertake to tailor this training to the particular needs and mandate of HCNM. Add a gender earmark to the training budget to underscore this commitment;
2. Strive for gender balance in HCNM expert panels and take gender considerations into account in the development of HCNM thematic recommendations;
3. Increase efforts to counter the tendency for significantly fewer female candidates to apply for professional positions and vice versa for general staff positions. Suggest to interview panels to include a question to assess candidates' level of gender awareness.



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

**RFOM Contribution to the Annual Evaluation Report of the
Implementation of the OSCE Action Plan for the Promotion of
Gender Equality**

May 2011

Introduction

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

The present report shows how gender equality is promoted within the Institution and how gender aspects are integrated in the programmatic activities of the Institution. The report covers the period of 1 May 2010-1 May 2011

1) Progress made in the mainstreaming of gender in the structure and working environment of RFOM

1.1 Gender balance in the RFOM Office

During the reporting period, the Office of the OSCE Representative on Freedom of the Media has maintained a full balance between male and female at a P-Staff level, including at the management and decision-making level. This full balance was achieved in 2010 when Dunja Mijatović became the new Representative and the first woman to become the head of an OSCE Institution.

The reporting period has seen very little turnover in the staff. A seconded senior adviser left the Office and has been replaced while the Director post has been reattributed. Those changes did not affect the full-balance at a P-Staff level between male and female. However, only women occupy administrative positions.

As to the recruitment procedure, the RFOM is served by the Secretariat and closely follows the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office includes both women and men on interview panels. This policy has been followed during the reporting period.

Shortlists, particularly for contracted positions, are gender-balanced. For seconded positions, the gender-balance of the shortlists tends to be accidental given the fact that only a few participating States put forward names for seconded positions with the duty station in Vienna.

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

Post table Staff by Gender

Grade	Female	Male	Total
RFoM	1	0	1
Director	0	1	1
Senior Advisers (3 seconded +1 contracted)	2	2	4
P1-P2-P3 (4 contracted + 1 seconded)	3	2	5
Sub Total P-Staff level	6	5	11
GS 7	1	0	1
GS 6	1	0	1
GS 4	1	0	1
GS (short term contract)	1		
Sub Total G-Staff level	4	0	4
Total	10	5	15

1.2 The professional working environment in the RFOM Office

As in previous years, RFOM management has worked toward ensuring equal opportunities for both genders and creating a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible.

Staff rules and regulations relating to maternity and paternity entitlements have been used. During the reporting period, one staff member took maternity leave.

All relevant information regarding gender issues is regularly distributed to the Office staff. Gender issues are put on staff-meeting agendas on a regular basis, thus ensuring the continuous briefing of the RFOM staff. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006. All new staff attends the GO Program which includes a session on staff rules and regulations, in which the Staff Instruction also was introduced. Participants were informed of the options available in case of a violation.

2) Progress made in the Gender mainstreaming of RFOM programmatic activities, events and press reporting

2.1 RFOM mandate

The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media-freedom commitments and works toward improving the legal frameworks across the OSCE region.

Given the fact that the RFOM is neither mandated to engage in media development nor to monitor specific media content, the RFOM does not implement projects which have the specific aim to promote gender equality in or by the media. The RFOM thus has no influence on the quality of gender reporting by journalists or on the issue of equal and adequate gender representation in media outlets.

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

2.2 Gender mainstreaming in RFOM programmatic activities

Because of its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all staff members try to achieve gender mainstreaming in their programmatic activities. Project officers are asked to include gender mainstreaming in projects, to strive for equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

The Office keeps the gender balance in mind when identifying experts for projects. During the reporting period, the experts commissioned by the Office for publications or legal analysis are shared between male and women as reflected for instance in *the Guide to the Digital Switchover*. When announcing expert positions for publication or legal analysis, the RFOM encourages qualified women to apply.

Also, the Office considers the gender balance when selecting experts, moderators and participants for events and meetings. During the reporting period, all events organized by the RFOM included women in all panel sessions. Women were key speakers, presenters and experts in a host of training and conferences, *inter alia*, a training seminar for Moldovan journalists in Chisinau on Internet Media (20-21 September) and region wide conferences on access to information in Tbilisi and Dushanbe. Indeed, at the 7th South Caucasus Media Conference, among the 19 key speakers and presenters 7 were women. Also, approximately 40 percent of the participants were women.

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

All implementing partners are asked to take gender-equality principles into account when carrying out their projects.

The Gender Focal Point of the RFOM Office regularly participates in the gender focal points meetings of the Secretariat.

2.3 Gender mainstreaming in RFOM reporting

RFOM press statements adhere to gender mainstreaming. All of the Office's reporting and its publications are edited pursuant to OSCE standards, including the OSCE Style Manual that outlines the use of gender-sensitive language. The Office works in co-operation with PPIS for its press reporting and tries to ensure that photos, press releases and feature stories ensure a gender-sensitive representation.