

# Annual Report of the Secretary General on Police-Related Activities 2021



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working to ensure peace, democracy and stability for more  
than a billion people between Vancouver and Vladivostok.

This report is submitted in accordance with Decision  
9, paragraph 6, of the Bucharest Ministerial Council  
Meeting, 4 December 2001.

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## Foreword by the Secretary General



OSCE police-related activities demonstrate in a very tangible way the potential of our Organization's comprehensive approach to security. We are tackling transnational threats such as organized crime, terrorism, trafficking in human beings, cybercrime, as well as supporting the law enforcement of OSCE participating States in upholding and promoting democratic principles and human rights.

Within their respective mandates, the OSCE Secretariat, Institutions and field operations continued in 2021 to support OSCE participating States in two main categories of police-related activities.

Firstly, activities related to general police development and reform, including - crucial spheres of anti-corruption efforts, combating gender-based violence, community policing, and hate crime.

Secondly, activities focused on countering threats involving criminal activities, such as organized crime, trafficking in human beings, terrorism, trafficking in illicit drugs and chemical precursors, and cybercrime.

I am pleased to see that, despite the widespread restrictions due to the COVID-19 pandemic, in 2021, our police-related activities saw an upward trend across the entire OSCE area, with an increase of 20% compared to the year before. This points to the resilience and importance of the OSCE in that area as well as to the dedication of its staff in ensuring continuity of activities and leveraging opportunities offered by technology.

However, I noted that the women accounted for only 36% of participants in OSCE police-related activities in 2021, which is 4% lower than in 2020. Supported by the nomination of qualified persons by participating States, I hope we can reverse this trend in 2022 and 2023.

At a time when security challenges are rapidly evolving, effective platforms for the exchange of information and best practices are essential to strengthen and reform law enforcement capacities. In 2021, two of the most important recurring OSCE-wide police-related events took place: the Annual Police Experts Meeting and the OSCE-wide Drug Conference. Gathering over 300 participants in total, these two events enabled expert discussions between representatives from OSCE participating States and Partners for Co-operation, regional and international organizations, non-governmental organizations, academia, and the media.

The 2021 Annual Police Experts Meeting was dedicated to addressing joint challenges and allowed for the exchange of good practices, providing an opportunity to enhance international co-operation and revisit the importance of a comprehensive and holistic approach in the prevention of transnational organized crime.

The 2021 OSCE-wide Drug Conference provided an opportunity for experts from OSCE participating States and Partners for Co-operation to discuss challenges posed by trafficking in illicit drugs and its linkages with other forms of organized crime, including corruption and money laundering.


In summary, 2021 police-related activities demonstrated OSCE's effectiveness in providing an exchange platform, linking its participating States and Partners for Co-operation with experts from other regional and international organizations, think tanks, civil society, academia, and the media. I believe this report shows that last year's efforts represented a substantial and practical contribution to the Organization's core mandate in strengthening peace and security across the OSCE area.



Helga Maria Schmid  
OSCE Secretary General

# Executive Summary





The Annual Report of the Secretary General on Police-Related Activities provides a comprehensive overview of all police-related projects, events and programmes implemented by the OSCE executive structures, including the thematic units in the Secretariat, field operations (FOs) and institutions.

The Report is submitted in accordance with Decision 9, Paragraph 6, of the 2001 Bucharest Ministerial Council (MC) Meeting, while the activities described in this report are based on a comprehensive list of individual mandates and tasks, which have been provided by various Ministerial Council (MC) and Permanent Council (PC) Decisions since 1998. A full list of all MC and PC Decisions and Action Plans with a focus on police-related activities is provided in Appendix 3.

The police-related activities described in this report are presented in two main categories:

- 1) General Police Development and Reform, including Anti-Corruption, Gender-based Violence, Community Policing and Hate Crime;
- 2) Threats Posed by Criminal Activity, including Organized Crime, Counter-Terrorism, Trafficking in Illicit Drugs and Chemical Precursors, Trafficking in Human Beings, and Cybercrime.

## Executive Summary

This report provides data regarding the number of police-related activities implemented by the OSCE executive structures in 2021, as well as a comparison with the previous years. While in 2020, the COVID-19 pandemic and its hampering effects generated a decreasing trend, in 2021, an upward trend was registered throughout all police-related activities in the OSCE area. More specifically, the total number of police-related activities recorded in 2021 is 955 compared to 797 recorded in 2020. This is an increase of approximately 20%. Of this total, the number of general police development and reform activities (category 1 above) recorded in 2021 is 514, compared to 418 recorded in 2020 (23% increase), while the number of activities related to countering threats posed by criminal activity (category 2 above) recorded in 2021 is 441, compared to 379 recorded in 2020 (16% increase). This increasing trend is reflected in all types of activities within the two groups.

In order to show a nuanced presentation of the collected data, the following paragraphs will analyse the percentage shares of the different types of police-related activities in comparison with previous years.

**In 2021, the three areas of police-related activities with the highest percentage shares were: Community Policing, Police-Public Relations and Crime Prevention (19%), Police Development and Reform (11%) and Organized Crime (11%).**

In 2020, the areas recording the highest percentage shares had a different composition: Community Policing, Police-Public Relations and Crime Prevention (14%), Counter-Terrorism & VERLT (13%) and Gender-based Violence (11%).

The areas that recorded a higher percentage share in 2021 than in 2020 were the following: Community Policing, Police-Public Relations and Crime Prevention (an increase of approximately 5%), Organized Crime (3% increase), as well as Police Development and Reform, Human Rights and Police Accountability, Hate Crime, Public Order and Crisis Management, Trafficking in Human Beings, and Border Security and Management/Customs (each a 1% increase compared to 2020). On the other hand, the areas with the biggest decline in their percentage shares were the following: Gender-based

Violence (recorded a decrease of approximately 6%), Counter-Terrorism and VERLT (3%), Cross-Border Co-operation in Criminal Matters (2%), as well as Anti-Corruption, Gender Mainstreaming, and Illicit Drugs and Chemical Precursors (each a 1% decrease compared to 2020).

The majority of OSCE police-related activities in 2021 continued to be dedicated to the area of general police development and reform, with a slightly higher percentage than in 2020 (54% compared to its 2020 share of 52%). Within this group, a particular focus was placed on activities related to Community Policing, Police-Public Relations and Crime Prevention (19% of the total), and Police Development and Reform (11%), and Gender-based Violence (5%). The activities related to the area of Community Policing, Police-Public Relations and Crime Prevention and Police Development and Reform recorded an increase of 5% and 1%, respectively, compared to 2020. The activities related to Gender-based Violence recorded a decrease of 6%.

The percentage share of the total number of activities related to addressing threats posed by criminal activity in 2021 was 46%, which represents a decrease of 2% compared to its share in 2020 (48%). Within this group, the activities related to Organized Crime recorded the highest percentage share (11%), followed by Counter-Terrorism and VERLT (10%), Trafficking in Human Beings (6%), Cybercrime and Cyber/ICT Security, Border Security and Management/Customs, and Illicit Drugs and Chemical Precursors (each of these approximately 5% of the total number of activities). This group recorded the greatest shift of focus, with the activities related to Organized Crime recording the highest percentage increase of approximately 6% compared with their share in 2020, while the activities related to Counter-Terrorism and VERLT recording the highest percentage decrease of approximately 3% compared to their share in 2020.

Activities related to Human Rights and Police Accountability have seen an increase in 2021, however the trend is still overall declining as compared to other years. During this year, the percentage share of this activity was 3% of the total, which is higher than its percentage share in 2020 (2%), but less than its percentage share in 2019 (4%) and in 2018 (13%).

When the data is analysed according to executive structures, it shows that in the Secretariat, the activities with the high-



est percentage shares were: Organized Crime (18% of the Secretariat's total), Trafficking in Human Beings (15%), and Counter-Terrorism & VERLT (14%). In the OSCE Institutions, the activities recording the highest percentage shares were: Hate Crime (33% of the Institutions' total), Community Policing, Police–Public Relations and Crime Prevention (15%), and Public Order and Crisis Management (15%). Across the different OSCE field operations, the three activities with the highest percentage shares were: Community Policing, Police–Public Relations and Crime Prevention (23%), Police Development and Reform (13%), and Organized Crime (9%). This shows that, while other priorities differ across the OSCE executive structures, Organized Crime and Community Policing, Police–Public Relations and Crime Prevention are a priority among their police-related activities.

Geographical analysis shows that in South-Eastern Europe, the police-related activities with the highest percentage shares were: Community Policing, Police–Public Relations and Crime Prevention (21% of the total number of police-related activities in South-Eastern Europe), Police Development and Reform (14%) and Organized Crime (13%). While the first two activities had the highest percentage shares in 2020, registered activities related to Organized Crime increased by 7% between 2020 and 2021.

In Eastern Europe, the three types of activities with the highest percentage shares are: Border Security and Management/Customs (33% of the total number of activities in Eastern Europe), Police Development and Reform (21%) and Human Rights and Police Accountability (10%). In 2020, the areas with the highest percentage shares were: Gender-based Violence, Police Development and Reform, and Financial Investigations, Anti-Money Laundering and Seizures of Criminal Proceeds. Thus, the data show a shift of focus, with Border Security and Management/Customs taking the place of Gender-based Violence among the areas with the highest percentage shares of this region's police-related activities in 2021.

In Central Asia, the three types of activities with the highest percentage shares in 2021 were the following: Community Policing, Police–Public Relations and Crime Prevention (30% of the total number of activities in Central Asia), Counter-Terrorism & VERLT (13%) and Police Development and Reform (10%). In 2020 the activities that had the highest percentage

shares were: Gender-based Violence, Community Policing, Police–Public Relations and Crime Prevention, and Police Development and Reform. This also shows a shift of focus, with Counter-Terrorism & VERLT taking the place of Gender-based Violence among the police-related activities with the highest percentage shares in Central Asia in 2021.

In line with OSCE commitments to promote gender equality, which stem from the 2004 Gender Action Plan, while preparing the 2021 Annual Report of the Secretary General on Police-Related Activities, TNTD/SPMU collected disaggregated data on the gender composition of participants in OSCE police-related activities, where the data was available.

**The recorded data shows that the 2021 participation of women in OSCE police-related activities was approximately 36% (7,494 out of 20,750 in total), which is a decline of 4% compared to 2020. This points to a gap between the current composition and gender-balanced representation.**

Within the group of activities related to the category of general police development and reform, the percentage of female participants in its activities was approximately 33% (3,689 of a total of 11,131), which is a 9% decline compared to the same area in 2020. There is particular room for improving gender-balanced participation in activities in the areas of: Public Order and Crisis Management (female participants 9%), Police Development and Reform (23%), Specialized Investigations Units/Forensics (27%), and Community Policing, Police–Public Relations and Crime Prevention (29%).

Within the group of activities related to addressing threats posed by criminal activity, the composition of female participants in its activities was approximately 40% (3,805 of a total of 9,619), which is a 1% increase compared to the same area in 2020. Within this group of activities, the areas that recorded the lowest percentage shares of female representation were: Illicit Drugs and Chemical Precursors (female participants 14%), Cybercrime (16%), Cross-Border Co-operation in Criminal Matters (29%), and Organized Crime (30%). Overall, gender disaggregated data collected in 2021 shows that female participation could be improved in all police-related activities organized in the OSCE area.

## 2021 Total number of Police-Related Activities

Activity	Information Exchange / Institution and Capacity-building	Training	Analysis of Lessons Learned, Assessments and Guidelines	Total	%
<b>General Police Development and Reform</b>					
Police Monitoring and Confidence-Building	0	0	0	0	54%
Police Development and Reform	54	32	22	108	
Strategic Planning including Threat Assessments	0	0	0	0	
Human Resources / Police Management	10	6	3	19	
Human Rights and Police Accountability	13	11	2	26	
Anti-Corruption	6	7	10	23	
Gender Mainstreaming	22	2	2	26	
Community Policing, Police-Public Relations and Crime Prevention	123	48	9	180	
Gender-based Violence	44	5	2	51	
Hate Crime	22	9	10	41	
Specialized Investigations Units / Forensics	2	5	0	7	
Public Order and Crisis Management	6	7	2	15	
Other activities, including co-ordination and co-operation	12	5	1	18	
	<b>314</b>	<b>137</b>	<b>63</b>	<b>514</b>	
<b>Threats Posed by Criminal Activity</b>					
Organized Crime	61	30	10	101	46%
Criminal Investigations and Analysis	0	0	0	0	
Financial Investigations, Anti-Money Laundering and Seizures of Criminal Proceeds	0	0	0	0*	
Cross-Border Co-operation in Criminal Matters	13	8	6	27	
Counter-Terrorism & VERLT	57	34	8	99	
Illicit Drugs and Chemical Precursors	29	10	2	41	
Trafficking in Human Beings	25	16	20	61	
Cybercrime	13	33	6	52	
Border Security and Management / Customs	23	21	7	51	
Other activities	5	1	3	9	
	<b>226</b>	<b>153</b>	<b>62</b>	<b>441</b>	
<b>Total</b>	<b>540</b>	<b>290</b>	<b>125</b>	<b>955</b>	<b>100%</b>

\* OSCE executive structures organized a number of activities related to money laundering, seizures and confiscation of criminal assets but they were all counted under organized crime activities.

## 2021 Police-Related Activities Matrix

Activity	OSCE SECRETARIAT & INSTITUTIONS							OSCE FIELD OPERATIONS													
	ODIHR	HCNM	SPMU	ATU	BSMU	GENDER	OSR/CTHB	Albania	Ashgabat	B and H	Bishkek	Dushanbe	Kosovo	Moldova	Montenegro	Nur-Sultan	Serbia	Skopje	Ukraine	Uzbekistan	
<b>General Police Development and Reform</b>																					
Police Monitoring and Confidence-Building																					
Police Development and Reform																					
Strategic Planning including Threat Assessments																					
Human Resources / Police Management																					
Human Rights and Police Accountability																					
Anti-Corruption																					
Gender Mainstreaming																					
Community Policing, Police-Public Relations and Crime Prevention																					
Gender-based Violence																					
Hate Crime																					
Specialized Investigations Units / Forensics																					
Public Order and Crisis Management																					
Other activities, including co-ordination and co-operation																					
<b>Threats Posed by Criminal Activity</b>																					
Organized Crime																					
Criminal Investigations and Analysis																					
Financial Investigations, Anti-Money Laundering and Seizures of Criminal Proceeds																					
Cross-Border Co-operation in Criminal Matters																					
Counter-Terrorism & VERLT																					
Illicit Drugs and Chemical Precursors																					
Trafficking in Human Beings																					
Cybercrime																					
Border Security and Management / Customs																					
Other activities																					

## 2021 Total Number of Police-Related Activities - all OSCE executive structures


Activity	TOTAL Police-Related Activities						
	2015	2016	2017	2018	2019	2020	2021
<b>General Police Development and Reform</b>							
Police Monitoring and Confidence-Building	64	11	12	10	13	4	0
Police Development and Reform	154	150	89	81	99	82	108
Strategic Planning, including Threat Assessments	25	7	11	3	1	0	0
Human Resources / Police Management	0	7	3	11	43	19	19
Human Rights and Police Accountability	0	51	25	167	47	16	26
Anti-Corruption	32	20	34	65	29	24	23
Gender Mainstreaming	9	35	104	19	44	29	26
Community Policing, Police–Public Relations and Crime Prevention	338	159	185	143	195	109	180
Gender-based Violence	69	59	109	122	130	86	51
Hate Crime	41	117	50	80	49	23	41
Specialized Investigation Units / Forensics	44	24	12	6	18	5	7
Public Order and Crisis Management	23	19	12	36	34	6	15
Other activities, including co-ordination and co-operation	4	34	61	27	21	15	18
	<b>803</b>	<b>693</b>	<b>707</b>	<b>770</b>	<b>723</b>	<b>418</b>	<b>514</b>
<b>Threats Posed by Criminal Activity</b>							
Organized Crime	50	28	15	8	18	42	101
Criminal Investigations and Analysis	21	19	5	3	6	2	0
Financial Investigations, Anti-Money Laundering and Seizures of Criminal Proceeds	17	28	22	39	40	25	0
Cross-Border Co-operation in Criminal Matters	28	23	34	50	49	39	27
Counter-Terrorism & VERLT	55	54	92	130	142	103	99
Illicit Drugs and Chemical Precursors	34	30	39	27	45	38	41
Trafficking in Human Beings	66	89	145	109	132	42	61
Cybercrime	35	32	37	65	86	43	52
Border Security and Management / Customs	23	35	78	69	50	35	51
Other activities	21	14	22	16	6	10	9
	<b>350</b>	<b>352</b>	<b>489</b>	<b>516</b>	<b>574</b>	<b>379</b>	<b>441</b>
<b>Total Activities</b>	<b>1153</b>	<b>1045</b>	<b>1196</b>	<b>1286</b>	<b>1297</b>	<b>797</b>	<b>955</b>

## 2021 Gender Disaggregated Participant Data

Activity	Total	Women Participants	% Women Participants	Men Participants	% Men Participants
<b>General Police Development and Reform</b>					
Police Monitoring and Confidence-Building	0	0	-	0	-
Police Development and Reform	2297	520	23%	1777	77%
Strategic Planning including Threat Assessments	0	0	-	0	-
Human Resources / Police Management	385	135	35%	250	65%
Human Rights and Police Accountability	894	408	46%	486	54%
Anti-Corruption	381	114	30%	267	70%
Gender Mainstreaming	1045	507	49%	538	51%
Community Policing, Police-Public Relations and Crime Prevention	2770	810	29%	1960	71%
Gender-based Violence	1304	591	45%	713	55%
Hate Crime	1099	394	36%	705	64%
Specialized Investigations Units / Forensics	242	66	27%	176	73%
Public Order and Crisis Management	525	47	9%	478	91%
Other activities, including co-ordination and cooperation	189	97	51%	92	49%
<b>Threats Posed by Criminal Activity</b>					
Organized Crime	1294	388	30%	906	70%
Criminal Investigations and Analysis	0	0	-	0	-
Financial Investigations, Anti-Money Laundering and Seizures of Criminal Proceeds	0	0	-	0	-
Cross-Border Co-operation in Criminal Matters	836	246	29%	590	71%
Counter-Terrorism & VERLT	2794	1253	45%	1541	55%
Illicit Drugs and Chemical Precursors	470	68	14%	402	86%
Trafficking in Human Beings	2332	1346	58%	986	42%
Cybercrime	748	118	16%	630	84%
Border Security and Management / Customs	1145	386	34%	759	66%
Other activities	0	0	-	0	-
<b>Total</b>	<b>20750</b>	<b>7494</b>	<b>36%</b>	<b>13256</b>	<b>64%</b>

# Activities of the Transnational Threats Department





In line with the 2011 Vilnius MC Decision No. 9/11 on Strengthening Co-ordination and Coherence in the OSCE's Efforts to Address Transnational Threats, the Transnational Threats Department (TNTD) became operational on 1 January 2012. Its role is to optimize the support provided to the Secretary General, the OSCE Chair and the participating States on matters related to transnational threats. Led by the Co-ordinator of the OSCE Activities to Address Transnational Threats, the main role of TNTD is to act as a focal point for OSCE-wide programmatic activities that relate to countering transnational threats, whereby ensuring co-ordination and coherence of actions across all three OSCE dimensions and amongst all OSCE executive structures with respect to their mandates.

TNTD consists of a Co-ordination Cell (TNTD/CC), which covers cyber/information and communication technologies (ICTs) as well as security issues, and three thematic units: the Action against Terrorism Unit (TNTD/ATU), the Border Security and Management Unit (TNTD/BSMU) and the Strategic Police Matters Unit (TNTD/SPMU).

## 2.1 TNTD/Strategic Police Matters Unit

### Activities Related to General Police Development and Reform

#### Police Development and Reform

On 26 January, TNTD/SPMU organized a thematic meeting for the OSCE Police Academies Network (PAN), gathering 35 participants (12 women; 23 men). The meeting focused on the topics of excessive use of force by the police and the role of police academies as well as the challenges for police academies related to the COVID-19 pandemic.

In February, TNTD/SPMU launched a new three-year follow-up project *Building Intelligence-led Policing (ILP) Capacities on Regional and National Levels in the OSCE Area* based on a needs assessment carried out in 2020. The *OSCE Guidebook on Intelligence-Led Policing* is now used by numerous national law enforcement training institutions as well as by international and regional organizations such as INTERPOL, Europol and the European Union (EU) Agency for Law Enforcement Training (CEPOL). The new 2021-2023 project builds on the former one, but focuses more on concrete training activities in line with the mentioned needs assessment, where 20 participating States expressed their interests in receiving further capacity-building support on ILP.

On 10 March, TNTD/SPMU organized an online event launching the *Key Findings and Recommendations Report* of a situational analysis and needs assessment carried out as part of piloting the extra-budgetary (ExB) project *Increasing and Supporting the Participation of Women at all Levels of Policing in Montenegro*. The event, gathering 68 participants (47 women; 21 men), was attended, *inter alia*, by representatives from the Ministries of the Interior (Mol), Justice, Human and Minority Rights, the Police Directorate and the Police Academy of Montenegro. The pilot project, implemented from July 2020 to February 2021, was carried out in close co-operation with the OSCE Mission to Montenegro and the Police Directorate in Podgorica. The report presents recommendations of concrete and tailored measures to increase the number of women in the Montenegrin Police, as well as to strengthen their advancement and empowerment within the police.

On 23 and 25 March, TNTD/SPMU held online meetings with representatives from OSCE field operations in South-Eastern

Europe and Central Asia to discuss the implementation of the OSCE-wide project on ILP. Based on a comprehensive needs assessment carried out from August to December 2020, the newly drafted ExB project on ILP (2021-2023) will focus on building capacities of law enforcement services in applying evidence-based and intelligence-led measures to address criminal activities and to general policing.

On 30 March, TNTD/SPMU launched the publication *The OSCE Project on Intelligence-Led Policing 2017-2020: From Reactive to Proactive Policing*, summarizing activities and achievements of the first ILP project (2017-2020). The project covered the drafting of the *OSCE Guidebook on ILP* and its translation into ten languages, the development of tutorial and promotion materials based on the Guidebook, some 20 regional and national workshops, training and events for 35 participating States, eight Partners for Co-operation and 19 member States of the League of Arab States, with over 550 law enforcement officials taking part in these activities.

On 12 May, in collaboration with OSR/CTHB, TNTD/SPMU organized the second thematic online meeting for the PAN Focal Points. The meeting aimed at presenting police training institutions curricula for police cadets on how to effectively fight trafficking in human beings (THB) and how the police can protect women from being trafficked. Speakers included academia and police academies, as well as a human trafficking survivor currently working for the victim support services in Canada. The meeting, gathering 90 participants, highlighted the importance of broad co-operation across professional fields, underscoring the importance of involving both social and health services as well as THB survivors.

On 23 June, in close co-operation with OSCE field operations in South-Eastern Europe, TNTD/SPMU organized online a regional workshop on implementing ILP in South-Eastern Europe and sharing experiences and lessons learned. The event gathered 20 law enforcement managers and officials (3 women; 17 men) responsible for ILP programmes in the region and 13 representatives (6 women; 7 men) from OSCE field operations. The event provided an overview on the status of the ILP implementation in the region and served as an interactive platform for exchange of good practices and ideas.



From July to August, in close co-operation with the OSCE field operations in South-Eastern Europe and the training provider from United Kingdom, Shortest Path Training, TNTD/SPMU organized a series of training courses on operational intelligence analysis with the utilization of the i2 Analyst's Notebook and i2 iBase software in criminal intelligence analysis. The training courses gathered 18 criminal analysts (6 women; 12 men) from law enforcement agencies in South-Eastern Europe. Participants refreshed and updated their knowledge in the utilization of the two analytical software tools most commonly used in law enforcement.

From July to September, TNTD/SPMU organized consultations with representatives of the OSCE Presence in Albania, the Ministry of Internal Affairs (MoIA) of Georgia as well as the OSCE Centre in Ashgabat. The meetings focused on needs-assessment for potential ILP capacity-building assistance to the law enforcement authorities in Albania, Georgia and Turkmenistan.

From 4 to 22 October, in co-operation with the six OSCE field operations in South-Eastern Europe, TNTD/SPMU organized a series of training courses on operational intelligence analysis with the utilization of the i2 Analyst's Notebook and i2 iBase in criminal intelligence analysis. Some 18 participants (7 women; 11 men) learned to apply analytical tools, practiced interrogating and charting from data sources, and creating efficient and effective briefings and presentations. The training courses, organized in the framework of the ExB project on ILP, focused on enhancing participants' technical skills to professionally analyze law enforcement data and conduct inquiries through the software tools.

From 22 to 25 November, in co-operation with the OSCE Centre in Ashgabat, TNTD/SPMU organized an awareness-raising training event focused on the aforementioned software. The event gathered 13 law enforcement and criminal justice officials (men) from Turkmenistan, representing the MoIA, the Ministry of National Security, the Ministry of Justice (MoJ), the General Prosecutor's Office (GPO) and the Supreme Court. Participants examined the theoretical and research foundation of ILP, the main benefits of applying the model, the role of crime analysis and assessments in modern policing, as well as the main decision-making procedures of ILP. They also explored some international good practices in implementing ILP, possible approaches for preparing and

planning ILP implementation in Turkmenistan, and how ILP works at the strategic and the operational levels.

On 9 and 10 December, in co-operation with the OSCE Presence in Albania, TNTD/SPMU organized a training course for preparing and planning ILP implementation in Albania. The target-audience that took part in this course consisted of 46 high level managers (2 women; 44 men) from Albanian State Police central and local directorates. Participants improved their knowledge in applying ILP as a working model providing more efficient policing and enabling the existing resources and procedures to be at their most optimal level for achieving the best possible policing results.

From 14 to 17 December, jointly with the OSCE Centre in Ashgabat, TNTD/SPMU organized the training course on utilizing i2 Analyst's Notebook and i2 iBase in criminal intelligence analysis. The course, gathering 11 experts (1 woman; 10 men) from the MoIA and the Supreme Court of Turkmenistan, helped participants to improve their understanding of the structure, functionality, and capabilities of the software. Participants explored how the two analytical software tools can help to support and enable criminal intelligence analysis within the framework of ILP model.

## Gender Mainstreaming

On 8 March, on the occasion of the International Women's Day, TNTD/SPMU organized an online PAN meeting on thematic topics related to gender and police training issues from different perspectives, gathering 30 participants (12 women; 18 men). In particular, experts presented the Gender and Security Toolkit on Policing and Gender<sup>1</sup> as a useful resource for police academies. Likewise, ODIHR also delivered a presentation on the human rights challenges in security sector institutions and the OSCE Gender Issues Programme presented its WIN project.

1 The new Gender and Security Toolkit provides practice-based policy and programmatic guidance for governments, international and regional organizations and security and justice institutions to integrate a gender perspective and advance gender equality in security and justice policy, programming and reform. More information available at: <https://www.osce.org/odhr/442519>

## Community Policing, Police-Public Relations and Crime Prevention

From January to March, TNTD/SPMU developed a new project that builds on its multi-year work in support of the police reform in Armenia, succeeding the previous project on Strengthening police-public partnership in Armenia. The objective of the new project is to support the implementation of the police reform in Armenia, with a special emphasis on community policing and the educational system. To tailor the new project to the needs of the beneficiary State, TNTD/SPMU organized several meetings with the Armenian Delegation to the OSCE, the Armenian MoJ, and representatives of the Armenian Police.

On 18 March, in co-operation with the OSCE Programme Office in Nur-Sultan and ODIHR, TNTD/SPMU organized an online workshop focusing on law enforcement agencies' responses to the COVID-19 pandemic and international best practices. The workshop aimed at raising awareness among Kazakhstan's law enforcement agencies about human rights standards and the applicability of community policing techniques within the context of restrictions related to the COVID-19 pandemic. The workshop covered regulations and recommendations related to the COVID-19 pandemic and the ways the police could encourage and enforce compliance, as well as an introduction to community policing, fundamental human rights and freedom of peaceful assembly. Some 16 participants (4 women; 12 men), representing the Ministry of Health and the MoIA learned about the importance of providing police with clear instructions on how to bolster public confidence and strictly avoid human rights violations while maintaining COVID-19 restrictions. They also learned that co-operation between the police and various sections of the community plays an important role in fostering among residents the understanding about the restrictions, such as their duration and possible penalties for non-compliance.

In March, TNTD/SPMU launched a video that introduces the community policing approach as a major pillar of the OSCE's police-related activities. The aim is to use the video to present the concept and principles of community policing in all related workshops and training courses. The video has been uploaded to the OSCE website and YouTube Channel in English<sup>2</sup> and Russian<sup>3</sup> languages, published on the OSCE social media channels and translated to Bosnian, Macedonian and Serbian languages.

From May to June, TNTD/SPMU held a series of four online workshops for Armenia's MoJ and law enforcement authorities. The aim of the workshops series, designed to support Armenia's implementation of police reforms by strengthening community policing strategies, was to share international strategies and best practices from across the OSCE area. The four different sessions featured presentations by six representatives (3 women; 3 men) from Canada, Estonia, Kazakhstan, Norway, and Sweden, who shared national community policing strategies and models as well as best practices to further support Armenia in developing its own national strategies.

On 30 September, TNTD/SPMU organized a meeting between the Swedish police and officials from the Armenia's MoJ and police. The aim of the meeting was for the Swedish police experts to explain the concept of dialogue police, which aims to reduce violent confrontation between the police and the public during public gatherings, and explore the interest and possibility of introducing this concept in Armenia. During the meeting, the possibility for a study visit by an Armenian delegation to Sweden for further introduction of the concept was discussed. This concept will then be implemented throughout 2021 and early 2022. The project is part of the EU-funded joint United Nations Development Programme (UNDP) project Accountable institutions and human rights protection in Armenia.

From 3 to 5 November, jointly with ODIHR and in co-operation with the OSCE Mission to Skopje, TNTD/SPMU organized a training event on preventing terrorism and countering violent extremism and radicalization that lead to terrorism (P/C VERLT) through a community policing approach. The event, held in Skopje, gathered 20 police officers and community members (9 women; 11 men) representing organized groups and religious communities, as well as individuals and staff from local governmental agencies such as social services. It provided knowledge and skills on human rights-based, multi-stakeholder approaches to P/C VERLT and offered a venue to discuss common challenges and good practices in this area. The training activity was based on the OSCE guidebook *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism: A Community Policing Approach*.

From 13 to 20 November, TNTD/SPMU supported a preparatory mission of two dialogue police experts from Sweden (1 woman; 1 man) to design a training programme for the Armenian Police. During the five-day visit, the experts met with representatives of the Armenian Police, MoJ, as well as with other government and non-governmental stakeholders. Based on experts' preparatory findings, a two-week training programme, which includes theory, case studies and

<sup>2</sup> Available at: <https://www.osce.org/secretariat/482307>

<sup>3</sup> Available at: <https://www.osce.org/ru/secretariat/482310>

skill-oriented assignments, will be developed and conducted in Armenia in 2022.

As a follow up of the visit, from 6 to 9 December, TNTD/SPMU organized a three-day visit to Sweden for a delegation of five participants (men) from the Armenian Police as well as the Deputy Minister of Justice (woman), to study the dialogue police experience of the Swedish Police. The aim of the visit was to provide a broad understanding of the dialogue police concept and practice in Sweden, as well as the development of the concept during its twenty years of existence.

On 16 and 17 December, jointly with the United Nations Office on Drugs and Crime (UNODC), TNTD/SPMU held an online workshop to discuss together with a peer-review working group (WG), consisting of 18 experts (8 women; 10 men), and three consultants (2 women; 1 man) the findings of the first draft of the updated version of the 2008 OSCE publication *Good Practices in Building Police-Public Partnerships*. The meeting served as a communication platform for the experts working on the new draft, who will take into consideration the findings from the WG in the further work on the new version of the guidebook.

## Gender-based Violence

On 9 and 10 September, TNTD/SPMU convened the first meeting of the Advisory and Co-ordination Board (ACB) established as part of its ExB project Enhancing Criminal Justice Capacities for Combating Gender-based Violence in South-Eastern Europe. The one-day event gathered 16 participants (12 women; 4 men), among whom representatives of the OSCE field operations in South-Eastern Europe, the OSCE Secretariat's Gender Issues Programme, ODIHR, the United Nations Population Fund (UNFPA), UN Women, the Council of Europe (CoE) and OSCE participating States. The aim of the meeting was to exchange good practices and lessons learned from previous and on-going initiatives on preventing and combating gender-based violence in the region, as well as identify synergies, with a focus on avoiding overlapping and strengthening sustainability of the project's expected results. The meeting concluded with partner organizations expressing interest in the project activities and with agreed modalities to enhance impact and long-term sustainability, in the area of the project.

On 13 September, TNTD/SPMU convened the first meeting of the Multi-Agency Committee (MAC) established in Albania as part of the ExB project on combating gender-based violence in South-Eastern Europe. The one-day event, held in Tirana, brought together 11 participants (9 women; 2 men), including representatives of the OSCE Secretariat and OSCE

Presence in Albania, the Albanian State Police, the MoJ, the Ministry of Health and Social Protection, representatives of the judiciary, the Child Rights Centre Albania and the Center for Legal Civic Initiatives. The aim of the event was to discuss the project's strategy and implementation with local stakeholders to help tailor the project activities to the countries' needs. The MAC in Albania will provide guidance to the project team to help ensure that the project activities comply with local strategies and other existing activities and minimize duplication or overlap with other initiatives. They will work together with the MACs established in the other project beneficiary States, ensuring a regional approach as well as fine-tuning of activities as per the local needs.

On 20 and 21 October, TNTD/SPMU organized the first meeting of the MAC in Montenegro, established as part of the ExB project on combating gender-based violence in South-Eastern Europe. The event, held in Podgorica, gathered 12 participants (11 women; 1 man), among whom representatives of the OSCE Secretariat and the OSCE Mission to Montenegro, the Montenegrin Police Directorate, the Prosecutor's Office in Podgorica, the MoJ, the Ministry of Health, the Police Academy, the Supreme Court, as well as SOS Podgorica and SOS Nikšić. The meeting highlighted the need to enhance the co-ordination between all stakeholders, in particular between police officers, prosecutors and health representatives through a multi-agency approach, as the approach is not systematized and often depends on individual willingness.

On 26 October, TNTD/SPMU organized the first meeting of the MAC in Serbia, established as part of the ExB project on combating gender-based violence in South-Eastern Europe. The event, held in Belgrade, gathered 11 participants (7 women; 4 men), among whom representatives of the OSCE Secretariat and the OSCE Mission to Serbia, the Police Directorate and Police Training Center, the Republic Public Prosecutor's Office, the Higher Prosecutor's Office in Belgrade, the MoJ, the Ministry of Labour, Employment, Veteran and Social Affairs, and the Autonomous Women's Center. The meeting highlighted the need to broaden the focus of the training and awareness activities on other forms of gender-based violence than domestic violence, which is already addressed at the national level.

On 23 November, TNTD/SPMU organized the first meeting of the MAC in North Macedonia, established as part of the ExB project on combating gender-based violence in South-Eastern Europe. The event, held in Skopje, gathered 13 participants (10 women; 3 men), among whom representatives of the OSCE Secretariat and the OSCE Mission to Skopje, the MoJ's Police Training Centre and Public Security Bureau, the MoJ, the Ministry of Labour and Social Policy, the Basic Prosecutor's Office in Skopje and the Academy for

Judges and Public Prosecutors. The meeting highlighted the need to train all stakeholders in a systemic and co-ordinated manner especially in the context of the recent and on-going amendments to the Criminal Code related to gender-based violence cases.

On 30 November, TNTD/SPMU organized the first meeting of the MAC in Bosnia and Herzegovina, established as part of the ExB project on combating gender-based violence in South-Eastern Europe. The event, held in Sarajevo, gathered nine participants (7 women; 2 men), among whom representatives of the OSCE Secretariat and the OSCE Mission to Bosnia and Herzegovina, the Center for Judicial and Prosecutorial Training of the Republika Srpska, the Center for Judicial and Prosecutorial Training of the Federation of Bosnia and Herzegovina, Criminal Police Sector of the Federation of Bosnia and Herzegovina, Brčko District Police and the Mol of Republika Srpska. The meeting highlighted the need to enhance the co-operation and co-ordination between all stakeholders dealing with gender-based violence cases, to ensure victim protection and avoidance of secondary victimization. The establishment of the MAC will contribute to enhanced multi-sectoral co-operation and co-ordination.

On 9 December, TNTD/SPMU organized the launching event of its ExB project on combating gender-based violence in South-Eastern Europe. The event gathered 81 participants (69 women; 12 men) among whom representatives of the regional ACB and the five national MACs established in the framework of the project, as well as the OSCE participating States. The event created a platform for sharing needs, good practices and lessons learned in the area of training for law enforcement and judiciary on gender-based violence in the region. The main outcome of the event was the agreement by all stakeholders on a project work plan for 2022. Throughout 2022, the project will focus on increasing the effectiveness of criminal justice practitioners when responding to cases of gender-based violence. Among the planned activities are developing curricula in accordance with the CoE's Istanbul Convention and other international standards, and expanding the networks of trainers with expertise on the topic in the region.

### **Other activities, including co-ordination and co-operation**

On 22 September, TNTD/SPMU delivered a presentation on community security at the Building Sustainable Peace and Security training course, conducted in co-operation between OSCE's Conflict Prevention Centre (CPC) and the Austrian Study Centre for Peace and Conflict Resolution in Stadtschlaining, Austria.

On 7 October, TNTD/SPMU supported the Swedish Chair in organizing the Annual Police Experts Meeting (APEM) on the topic of preventing transnational organized crime. The event, organized in a blended format, gathered 108 experts (39 women; 66 men) among whom law enforcement experts and other criminal justice practitioners, representatives of regional and international organizations, researchers, as well as civil society (SC) representatives from OSCE participating States and Partners for Co-operation. Participants explored joint challenges and good practices for addressing transnational organized crime in a comprehensive and holistic way. They also discussed institution-building activities, co-ordination among national institutions and the part played by public-private partnerships in state efforts.

On 5 November, TNTD/SPMU assisted the OSCE High Commissioner on National Minorities (HCNM) in organizing the 15th Anniversary Conference on HCNM's *Recommendations on Policing in Multi-Ethnic Societies*. The conference served as a platform to discuss key principles of policing in diverse societies and to exchange experiences and good practices in applying the Policing Recommendations 15 years after their initial publication. Participants discussed representation of national minorities in the police services, how to improve trust and communication between the police and diverse communities, and ways to support the role of the police in promoting inter-ethnic relations. TNTD presented concrete examples of OSCE assistance to OSCE participating States to apply the HCNM's Recommendations, advising on how to recruit, train and develop police services that are more representative of the communities they serve and on how to increase police-public trust through community policing.

On 8 and 9 November, TNTD/SPMU organized online the 2021 OSCE Annual Meeting of Heads of Security Co-operation Departments on Police-related Activities. The meeting gathered 29 representatives (9 women; 20 men) from security co-operation departments of OSCE field operations, as well as representatives of the Swedish Chair and Polish Chair, and the OSCE Secretariat. The meeting aimed at facilitating the exchange of information, best practices and lessons learned between TNTD and OSCE field operations in police-related activities, as well as strengthening co-ordination and mutual support to each other's activities. Participants discussed ongoing police reform processes in respective host countries and how to effectively address transnational organized crime in the OSCE area.

On 16 December, TNTD/SPMU participated online and delivered a presentation to promote regional anti-drug co-operation at the UNODC's Paris Pact Initiative Expert

WG meeting on cross-border co-operation in support of Pillar I of the *Vienna Declaration*.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

From January to March, jointly with the Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA), TNTD/SPMU organized a series of four three-day online workshops on international co-operation and mutual legal assistance in asset recovery for 44 criminal justice practitioners (22 women; 22 men) from Albania, Bosnia and Herzegovina, North Macedonia and Montenegro. The workshops focused on the exchange of evidence and global intelligence and aimed to boost the capacity of criminal justice practitioners in addressing transnational criminal cases, in particular relating to asset tracing, freezing, confiscation and repatriation. In addition, they examined how jurisdictions in the region may use the tools and legislation of other jurisdictions, both in the region and elsewhere, to either assist in the conviction of an individual, and subsequent confiscation of assets, or the seizure and repatriation of assets by another method in the absence of a conviction. Following theoretical sessions, participants conducted simulated investigations of transnational criminal cases where they applied theoretical, strategic and practical skills gained. The workshops series was organized in the framework of the ExB project Strengthening the fight against transnational organized crime in South-Eastern Europe through improved regional co-operation in asset seizure, confiscation, management and re-use, a cross-dimensional joint project between TNTD/SPMU and OCEEA.

On 8 and 12 February, TNTD/SPMU presented a proposal for an initiative on transnational organized crime and asset recovery with the Mediterranean Partners for Co-operation. In co-operation with the 2021 Polish Chair of the Mediterranean Partners for Co-operation Group, the proposal was presented to all six Mediterranean Partners, as well as to several OSCE participating States. TNTD/SPMU held co-ordination meetings with UNODC, the UN Interregional Crime and Justice Research Institute (UNICRI), the EU, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the CoE and the Global Initiative against Transnational Organized Crime (GI-TOC), with the aim to ensure that the proposed initiative and its potential activities are complementary to the ongoing efforts in the Mediterranean region.

On 10 February, jointly with OCEEA, TNTD/SPMU supported the organization of the first Balkan Asset Management



**Women working in the laboratory for the production of traditional carpets (qilim) started up in a night bar confiscated from organized crime. This example of social re-use is reviving the use of traditional techniques and looms for handmade products. All employees of “My Craft Tradition” are women. October 2021.**

**📍 Megi Krasniqi**

Interagency Network (BAMIN) Steering Committee Group Meeting of the year gathering six participants (3 women; 3 men). The meeting discussed the action plan for 2021, specifically, the official handover of the BAMIN Presidency from Montenegro to Albania, the BAMIN Annual General Meeting planned in June and joint international training and mentoring on Individual Asset Management Issues. The meeting also concluded that BAMIN will work with the OSCE participating States interested in joining the Network and provide them with the information and assistance needed in this regard.

On 23 February, jointly with OCEEA, TNTD/SPMU supported the organization of the meeting of the Executive Board of the Permanent Conference of Organized Crime Prosecutors (PCOCP). The meeting brought together nine participants, among whom senior prosecutors from North Macedonia, Montenegro, Romania, and Serbia, OSCE representatives, as well as representatives of the Italian National Anti-Mafia and Counter-Terrorism Directorate. The meeting discussed the programmatic activities for 2021 and a decision on the next host country for the PCOCP Secretariat. As part of their aim to expand the network and promote co-operation among the prosecution offices across the OSCE area and beyond, the Secretariat of the PCOCP has invited Austria to become a member of the Network. Representatives from the Public Prosecutor's Office of Vienna welcomed the invitation and will further discuss the opportunity with Prosecution Offices of Austria.

In February, in the framework of the ExB project on asset recovery in South-Eastern Europe and jointly with OCEEA, TNTD/SPMU selected two implementing partners to promote the practice of social re-use of assets confiscated from organized crime in South-Eastern Europe and scale the model of social enterprise in Albania. In line with that, the NGO Libera will deliver training courses on the practice of social re-use to local civil society organizations (CSOs) in South-Eastern Europe. Participants will learn about the benefits of social re-use practice, as well as how to draft and submit requests to national authorities. The NGO Engim will support one CSO in building a sustainable social enterprise in a property confiscated from criminal organizations, located in Elbasan, Albania.

From 23 to 25 March, TNTD/SPMU participated in the 11th Experts Group in Criminal Matters (CrimEx) Meeting organized by the European Union Agency for Criminal Justice Cooperation (Eurojust). CrimEx is a cross-regional network gathering criminal justice practitioners from EU Member States and South Partner Countries that aims to build the trust and mutual confidence crucial for international co-operation in criminal justice matters. During the meeting, TNTD/SPMU presented its work in the field of transnational organized crime and asset recovery, with the aim to explore synergies and possible joint activities in the Mediterranean region.

In March, TNTD/SPMU finalized the preparation of the new OSCE-wide ExB project Enhancing youth crime and illicit drug abuse prevention through education on legality and awareness campaigns addressing threats of organized crime and corruption, jointly developed with OCEEA. The objective of this cross-dimension project is to holistically prevent transnational organized crime, corruption and illicit drug use by complementing criminal justice efforts, fostering a culture of lawfulness among youth through education and other social activities. To achieve this, the OSCE will co-operate closely with the UNODC, national institutions in beneficiary countries and CSOs.

On 27 April, in collaboration with the OSCE Mission to Serbia and jointly with OCEEA, TNTD/SPMU supported the sixth meeting of the PCOCP. The meeting gathered 35 participants (18 women and 17 men), including OSCE representatives and Chief Prosecutors from 13 jurisdictions across the OSCE area. Participants discussed their achievements over the last five years and the use of the Permanent Conference for addressing cross-border co-operation and best practices in the investigations and prosecutions of organized crime in the OSCE area.

On 28-29 April and 17-18 May, under the ExB project on asset recovery in South-Eastern Europe and jointly with

OCEEA, TNTD/SPMU organized two two-day training courses on asset recovery in South-Eastern Europe for 11 CSOs in Albania and eight CSOs in North Macedonia. On 5 May and 29 June, a second round of national workshops on social re-use of confiscated assets was organized for 13 participants (5 women, 8 men) from Serbia and 13 participants (8 women, 5 men) from Bosnia and Herzegovina. The training courses and workshops, delivered online by the CSO Libera, aimed at strengthening the involvement of CSOs on the topic of social re-use of confiscated assets, as well as enhancing their knowledge on the subject matter. Through both theoretical and practical sessions, participants gained knowledge on different models of social re-use and how the latter can contribute to restore confidence in the rule of law and prevent organized crime.

On 10 May, TNTD/SPMU supported the second meeting of the Mediterranean Partnership for Co-operation Group dedicated to transnational organized crime and improved multilateral co-operation. The participants discussed how national authorities can increase their efforts on crime prevention, and how multilateral agencies can promote dialogue and facilitate co-operation between state institutions and other stakeholders, such as academia, CSOs and the private sector, in this field.

On 8 and 9 June, jointly with OCEEA, TNTD/SPMU supported BAMIN in delivering a training course on the management of confiscated companies. The training course, delivered online through a scenario-based approach, gathered 38 participants (11 women; 27 men), who enhanced their practical knowledge on cost-effective management of confiscated assets. The course brought together representatives of asset management offices from 15 jurisdictions and provided a joint platform for exchange of best practices and for identifying challenges and gaps, also enhancing regional cross-agency co-operation.

On 8 and 9 June, under the ExB project on asset recovery in South-Eastern Europe and jointly with OCEEA and the CSO Libera, TNTD/SPMU organized a two-day online regional workshop for asset management agencies and CSOs in South-Eastern Europe. Through testimonies and experiences from Europe and South America, 20 participants (11 women; 9 men) enhanced their knowledge on how assets confiscated from organized crime can serve the societies through different forms of re-use, such as social enterprises, shelters for victims, agricultural co-operatives, and social spaces for youth, among others. The aim of the workshop was to raise awareness of the benefits of social re-use of confiscated assets and to promote the importance of the close relationship between asset management agencies and CSOs throughout the social re-use process.

From 14 to 18 June, jointly with the Permanent Mission of the Republic of Türkiye to the OSCE, TNTD/SPMU facilitated the organization of an online training course for 30 criminal justice practitioners (6 women; 24 men) from Kazakhstan, Tajikistan and Uzbekistan. The training course, focused on countering transnational organized crime, was provided by the Turkish International Academy against Drugs and Organized Crime (TADOC). The course addressed a wide variety of important issues, including the detection of crime revenues, special investigation measures in organized crime investigations, and the fight against smuggling, money laundering and terrorist financing.

From 14 to 18 June, jointly with OCEEA, TNTD/SPMU supported a five-day national workshop in Albania on developing intelligence through open source internet research. The workshop enhanced the skills of 12 criminal justice professionals (7 women, 5 men) from Albania on the strategic use of Open Source Intelligence (OSINT) in conducting financial investigations. The workshop included sessions on advanced web search, the use of internet databases, evidence capture, investigations of digital images, and other relevant topics. Participants gained in-depth knowledge about the architecture of the internet and how to navigate it effectively in support of financial investigations.

In July, under the ExB project on asset recovery in South-Eastern Europe and jointly with OCEEA and the GI-TOC, TNTD/SPMU supported the development of the report titled *Illicit Financial Flows: The Lifeblood of Crime and Corruption*. The report was then shared with the five beneficiary States of the project. Through the same initiative, TNTD/SPMU also supported the development of the *Summary Report of the Practical Application of the Law on Seizure and Confiscation in South-Eastern Europe*, which provides specific recommendations for national lawmakers, prosecutors, judges and ministries of internal affairs. Both reports aim to contribute to the work of criminal justice professionals in the fight against transnational organized crime in the region and beyond.

On 22-23 August and 27 September, under the ExB project on asset recovery in South-Eastern Europe and jointly with OCEEA, TNTD/SPMU supported a joint meeting of participants from Albania, Bosnia and Herzegovina, Montenegro and North Macedonia, enrolled in the courses for Certified Fraud Examiner (CFE) and Certified Anti-Money Laundering Specialist (CAMS) certifications. The events gathered nine participants (2 women; 7 men) in August, and 12 participants (5 women; 7 men) in September, giving participants an opportunity to discuss the progress with the course material, challenges faced, and support needed in their preparation for the final certification exams. Overall, TNTD/SPMU supported

a total of 15 participants (5 women; 10 male) by providing the course material, expert mentorship, and covering the exam fees. The activities and certifications equip practitioners with specialized knowledge and skills in conducting financial investigations and enhance regional and international co-operation, while also creating in-house expertise within the beneficiary participating States.

From 30 August to 3 September, under the ExB project on asset recovery in South-Eastern Europe and jointly with OCEEA, TNTD/SPMU supported a five-day online workshop on OSINT for ten investigators (3 women; 7 men) from the State Investigation and Protection Agency of Bosnia and Herzegovina. Through theoretical and practical sessions, the workshop aimed at equipping the practitioners with skills on how to plan an online investigation, useful web search techniques and resources, the internet architecture as well as on how to find, capture and analyse data from public sources when conducting criminal and financial investigations.

On 27 September, TNTD/SPMU took part in the co-ordination meeting organized by the Regional Anti-Corruption Initiative and the Advice on Individual Rights in Europe (AIRE) Centre. The meeting aimed to map current asset recovery projects in the Western Balkans and to provide a platform for exchange of information, co-operation and networking. Participants to the meeting included representatives from UNODC, the GIZ, the CoE, the Centre for International Legal Cooperation (CILC) and other organizations.

On 29 September, jointly with the OSCE Mission to Serbia and the OCEEA, TNTD/SPMU facilitated the Executive Board Meeting of the PCOCP. During the meeting, held online, participants discussed the nomination of the future host of the Secretariat and topics to be covered in the next general meeting, scheduled to take place in November. TNTD/SPMU supports the PCOCP through the cross-dimensional ExB project on asset recovery in South-Eastern Europe. The support to this network is key in achieving the project's overarching objective, which is to strengthen the fight against transnational organized crime through improved regional co-operation, including among prosecutors.

From 4 to 6 October, in co-operation with the OSCE Mission to Bosnia and Herzegovina and jointly with OCEEA, TNTD/SPMU conducted a country visit to Bosnia and Herzegovina. The objective of this country visit was to discuss the progress of the ExB project on asset recovery in South-Eastern Europe. The team held 13 meetings with project counterparts and relevant institutions in the Federation of Bosnia and Herzegovina and Republika Srpska, including the Prosecutor's Office and the MoJ of Bosnia and Herzegovina, the agencies for the management of seized property in the Federation of

Bosnia and Herzegovina and Republika Srpska, the Delegation of the EU to Bosnia and Herzegovina, and a local CSO. The team also assessed the specific needs of these institutions with the aim of addressing them through a potential Phase II of the project (2022-2025).

From 27 to 29 October, jointly with GIZ and OCEEA, TNTD/SPMU supported the third Annual General Meeting (AGM) of the BAMIN. The event, held in Tirana in a blended format, gathered 56 participants (22 women; 34 men), among whom representatives of asset management agencies from 16 jurisdictions, the BAMIN Secretariat, the OSCE, the GIZ, and Europol. The meeting included field visits to a confiscated car storage facility in Shkodra and to a confiscated farm administered by the Agency for the Administration of Seized and Confiscated Assets in Albania. The AGM provided a unique platform for networking and exchange of information among the representatives of the asset management agencies. Moreover, participants held bilateral meetings on the margins of the AGM.

On 29 October, TNTD/SPMU participated and delivered opening remarks at the official inauguration of the social enterprise My Craft Tradition, built on a confiscated property in Elbasan, Albania. Jointly with OCEEA, TNTD/SPMU supported this social re-use project by funding the refurbishment of the confiscated property, as well as by providing experts to support the business development of the enterprise, as part of the ExB project on asset recovery in South-Eastern Europe. The social enterprise became operational in September and since then employs and trains 21 women coming from vulnerable backgrounds, with several other women expressing interest in the work of the enterprise.

In October and November, jointly with OCEEA, TNTD/SPMU supported three five-day online workshops on using OSINT for criminal investigations for 30 participants (11 women; 19 men) from North Macedonia, Montenegro and Serbia. The workshops aimed to equip criminal justice professionals with techniques, tools and resources in using open source data for their criminal investigations. Specifically, the workshops comprised of sessions on how to find, collect and analyse publicly available data on social media, journals, databases and other sources.

On 19 November, jointly with OCEEA, TNTD/SPMU convened a technical briefing on OSCE's role in the fight against transnational organized crime and corruption. The event highlighted the two-year achievements of the ExB project on asset recovery in South-Eastern Europe. During the event, project counterparts from Albania, Bosnia and Herzegovina and Serbia presented best regional practices and challenges related to asset recovery in the beneficiary States, while

representatives of the four project donors – Italy, Germany, the United States of America (United States) and the United Kingdom – provided statements endorsing the work of the project.

On 6 December, in co-operation with the OSCE Mission to Serbia and jointly with OCEEA, TNTD/SPMU convened the seventh meeting of the PCOCP. During the meeting, representatives of the 12 prosecutor's offices elected Bulgaria as the new host of the PCOCP Secretariat, taking over the role from Serbia.

On 9 December, in co-operation with the OSCE Academy in Bishkek and jointly with OCEEA, TNTD/SPMU organized a national workshop on strengthening youth crime and illicit drug use prevention, in the framework of the ExB project on youth crime prevention. The workshop, held in Bishkek, provided an opportunity to discuss youth initiatives on crime prevention, as well as main challenges and best practices among practitioners. The event gathered 40 representatives (24 women; 16 men) from Kyrgyzstan's Mol, Ministry of Education, Ministry of Health, Ministry of Culture, Information, Sports and Youth, as well as representatives from academia and CS. During the workshop, experts introduced the UNODC Education4Justice and Global Programme on Prevention materials, which provide teachers, professors and CS representatives with guidance on how to educate youth on the dangers of organized crime, corruption and illicit drug use.

On 13 December, jointly with the OCEEA, TNTD/SPMU launched the new OSCE-wide ExB project on youth crime prevention. The event introduced the project objective and its implementation strategy to OSCE participating States and Partners for Co-operation, providing an overview of the activities foreseen in 2022, in co-operation with the project partner UNODC. The OSCE Academy in Bishkek, the implementing partner for this project in Central Asia, provided detailed insights about the next project activities in 2022 in Central Asia, while UNODC introduced the Global Programme for Prevention materials, which will be used during the project implementation.

On 14 December, TNTD/SPMU contributed to the UNODC event on strategies to prevent and combat organized crime in South-Eastern Europe, presenting the OSCE's comprehensive approach in assisting participating States in preventing and combating this phenomenon, and providing concrete examples of assistance and its results. Gathering international, regional and national representatives, UNODC elaborated on its support to countries in South-Eastern Europe in developing strategies against organized crime in line with provisions of the *UN Convention against Transnational Organized Crime*, and presented the recently launched *Or-*



ganized Crime Strategy Toolkit for Developing High-Impact Strategies. TNTD/SPMU highlighted the OSCE's three-pillar strategy to combat and prevent organized crime, including: better understanding the phenomenon and enhancing the co-operation between security actors and the financial system, strengthening asset recovery, and fostering a culture of lawfulness and resilience.

On 15 December, jointly with OCEEA, TNTD/SPMU launched an Implementing Partnership Agreement (IPA) with the Centre for Civil Society Promotion (CPCD), a CSO in Bosnia and Herzegovina. The capacity-building IPA aims to create an enabling environment for social re-use of confiscated assets in Bosnia and Herzegovina through CS participation.

## Illicit Drugs and Chemical Precursors

On 3 and 4 February, TNTD/SPMU held online meetings with representatives of UNODC to co-ordinate activities related to anti-drug training courses for the Afghan law enforcement officers to be organized in 2021 in the Russian Federation. TNTD/SPMU and UNODC discussed options to share and cross-check databases of trainees to prevent their recurrent participation in respective future trainings.

On 1 June, TNTD/SPMU supported the Swedish Chair in organizing the OSCE-wide Conference on Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors: Addressing Trafficking in Drugs and Organized Crime by Following the Money. The event, held in a blended format, gathered a total of 203 participants (78 women; 125 men). Experts addressed money laundering, corruption and illicit financial flows linked to different illicit markets and their negative impact on economic development, competition, and social equality. Participants discussed measures to uphold human rights, promote gender mainstreaming and multi-stakeholder partnerships as part of illicit drug control policies to fight transnational organized crime. Recognizing the threat of organized crime and trafficking in illicit drugs for the OSCE area, participants called upon the OSCE to continue providing awareness-raising and capacity-building activities in the focus areas of South-Eastern Europe and Central Asia.

From 20 to 24 September, TNTD/SPMU participated as observer at the 2021 Extraordinary Session of the subsidiary bodies of the UN Commission on Narcotic Drugs (CND), organized by UNODC. Participants discussed challenges posed by the COVID-19 pandemic and their impact on the world illicit drugs problem, and reviewed good practices and opportunities as well as actions to address them. Experts emphasized the increasing links between illicit drug trafficking,

corruption and other forms of organized crime. They noted the low global level of confiscated proceeds of crime related to money-laundering arising from illicit drug trafficking. They also highlighted the growing criminal misuse of information and communications technologies for illicit drug-related activities. Increased availability of illicit drugs, contactless methods of their delivery and recent developments in Afghanistan could have a negative impact on the security situation in the OSCE area and beyond.

On 7 and 8 October, TNTD/SPMU attended online UNODC's Paris Pact Initiative Expert WG meeting on tackling financial flows linked to illicit traffic in opiates originating in Afghanistan. The meeting aimed to discuss and share experience, promote good practices and responses to illicit drug-related threats, including on tackling illicit financial flows, encouraging interregional and regional co-operation. The OSCE supports UNODC's Paris Pact Initiative which is a global platform for concrete actions aimed at reducing trafficking in opiates, including their cultivation, production and global consumption.

On 12 and 13 October, TNTD/SPMU attended online the CoE Pompidou Group 14th Annual Meeting of the International Network on the Control of the Diversion of Precursors used to manufacture illicit drugs. The meeting aimed to share experience and discuss latest developments in tackling the trafficking in illicit drugs and the diversion of chemical precursors. TNTD/SPMU contributed to discussions on addressing transnational organized crime directly involved in the illicit trade of narcotic drugs and the diversion of their precursors. Participants were also updated on the outcomes of the 2021 OSCE-wide anti-drug conference dedicated to addressing trafficking in illicit drugs and organized crime by following the money.

From 15 to 17 November, TNTD/SPMU assisted the OSCE Programme Office in Dushanbe in organizing a three-day online workshop for officers of Tajikistan's Drugs Control Agency (DCA) on countering trafficking in illicit drugs via the internet and specifics of initial investigations. Some 20 officers (men) from operational and investigation departments of DCA improved their knowledge on the basics and initial actions in the fight against illicit drug trafficking on the internet. Participants also learned how to apply special investigation techniques aimed at seizing and inspecting electronic documents and ICT devices, making audio, photo and video recordings and their entries into the crime scene protocol.

From 13 to 15 December, upon request of the OSCE Programme Office in Bishkek, TNTD/SPMU organized a training course for Kyrgyzstan's Mol on tackling trafficking in illicit drugs and illicit drug-related crimes facilitated by the Dark

Web and cryptocurrencies. A total of 15 participants (1 woman; 14 men) explored concepts related to hidden networks, including the Dark Web, addressed the misuse of cryptocurrencies and official payment systems through which illicit drugs can be purchased. Participants also enhanced their knowledge about the role of cryptocurrencies in illicit drug-related crimes and explored anti-money laundering methods.

On 15 and 16 December, TNTD/SPMU participated in UNODC's Paris Pact Initiative meeting on regional co-operation in tackling illicit drugs trafficking from Afghanistan. The meeting aimed to share OSCE's experience in promoting regional anti-drug co-operation in support of global efforts in tackling the world illicit drugs problem. Participants discussed and promoted best practices and responses to tackle illicit drug-related threats, encouraged interregional and wide international co-operation in addressing the threat of illicit drugs. TNTD/SPMU will explore options to support UNODC in hosting one of the expert group meetings in 2022.

## Trafficking in Human Beings

On 1 March, TNTD/SPMU was invited to participate in an International Seminar on Human Trafficking organized by the Spanish Ministry of Foreign Affairs (MFA). The seminar, held in a blended format, gathered a wide range of stakeholders, including law enforcement, policymakers, public service providers, NGOs, private sector companies, survivors and the general public. Participants discussed three main topics: finance (tracking of financial flows), intelligence (the use of new technologies in the fight against trafficking), and business (development of good practices for the eradication of forced labour).

On 16 June, jointly with ODIHR, TNTD/SPMU organized an online side event entitled Community Policing and Addressing Demand for Trafficking in Human Beings on the margins of the 21st Conference of the Alliance against Trafficking in Persons. The purpose of the side event was to provide a forum for reflection on community policing in relation to the prevention of THB. It included the promotion of a dialogue between law enforcement and communities at large, and those at risk of trafficking in particular, and examined promising practices by law enforcement agencies from across the OSCE area.

## Cybercrime and Cyber/ICT Security

In the first half of 2021, in close co-operation with the relevant OSCE field operations and the Central Asian participating States' Delegations in Vienna, TNTD/SPMU continued the assessment of capacities of the beneficiary countries

in the framework of the ExB project Capacity-Building on Combating Cybercrime in Central Asia, in order to prepare for implementation of the project's first phase starting later in the autumn. To avoid overlap and complement the existing efforts, TNTD/SPMU also held a number of co-ordination meetings with relevant stakeholders as well as UNODC, the CoE, and INTERPOL. To ensure efficient use of funds provided by the project's main donor, exchange information about the existing efforts as well as explore potential areas of co-operation, informal meetings have also been held with the United States Embassies in Central Asia.

On 26 February, TNTD/SPMU attended the CoE's 8th meeting of the Protocol Drafting Plenary of the Cybercrime Convention Committee, which represents the State Parties to the Budapest Convention on Cybercrime. The aim of the meeting was to prepare the second Additional Protocol to the Convention. The OSCE was invited to participate as an observer alongside many other international organizations, such as UNODC, INTERPOL, the EU and the G7 High-Tech Crime Subgroup.

On 24 June, TNTD/SPMU contributed to the 2021 Kuban Cyber-Security Conference, an open platform for dialogue between representatives of state authorities, businesses, experts and youth on topical issues related to the protection against cyber threats. TNTD/SPMU contributed with a presentation on the OSCE's police-related activities that aim to address cybercrime, during the plenary session entitled Countering the Criminal Use of ICTs: Prospects for International Co-operation. The purpose of this plenary was to discuss the problems of combating crimes committed with the use of ICTs, as well as the development of measures aimed at increasing the efficiency of international exchange of information and co-operation in this area.

On 29 June, TNTD/SPMU contributed to a workshop on the prevention and investigation of cybercrimes, organized by the OSCE Presence in Albania and held in Tirana in blended format. TNTD/SPMU presented the OSCE's mandate in this specific area and highlighted the need to enhance international and regional co-operation by investing more resources in the national and regional mechanisms that promote exchange of information, applying the existing international legal tools available.

On 28 and 29 June, TNTD/SPMU participated in the 2nd edition of the African Cybercrime Forum, organized by the African Union Commission and the CoE. The Forum was held virtually and focused on cybercrime policies and legislative updates in Africa, and international co-operation on cybercrime and electronic evidence. Participants included officials from African Union Member States and specialized

agencies across the continent, as well as regional and international partners such as INTERPOL, the EU, the Commonwealth Secretariat, the United Kingdom Foreign, Commonwealth and Development Office, and the United States Department of Justice, among others.

From 5 to 14 September, jointly with the MFA of Armenia, TNTD/SPMU organized a visit of an international expert (man) to Yerevan within the framework of ExB project Capacity Building on Combating and Preventing Cybercrime in Armenia. The purpose of the visit was to assess the state of play of the existing databases serving directly or indirectly to efficiently fight the criminal phenomena and enable effective exchange of information on investigations, where evidence cannot be shared without electronic support. The assessment was a necessary pre-requisite for the TNTD/SPMU to provide better support to Armenia in creating a database for cybercrime cases, upon confirmation of the request for support by the Armenian government. The bilingual (Armenian and English) assessment report has been finalized and disseminated through the Ministry among the competent state authorities.

On 7 September, in close co-operation with UNODC, INTERPOL and CoE's Cybercrime Programme Office, TNTD/SPMU organized a technical briefing for OSCE delegations on capacity-building initiatives in the area of cybercrime. The briefing, held in Vienna in a blended format, aimed at providing the OSCE participating States and Partners for Co-operation with up-to-date information about current and future capacity-building initiatives for better addressing cybercrime, and served as a venue for furthering continued co-ordination and collaboration at the international level.

From 20 to 24 September, in the framework of the ExB project on combating cybercrime in Central Asia, TNTD/SPMU delivered online a first five-day training of trainers (ToT) course for 25 criminal justice practitioners (8 women; 17 men) from the region. The course aimed at providing participants with knowledge and skills necessary for developing and delivering professional training courses on cybercrime. With a strong emphasis on interactive exercises and practical skills, the training course also included an integrated module on human rights compliance in the investigation and prosecution of cybercrime cases.

From 27 September to 1 October, in the framework of the ExB project on combating cybercrime in Central Asia, TNTD/SPMU delivered a five-day online training course for 30 criminal justice practitioners (5 women; 25 men), in particular first responders, from the region. The course aimed at providing participants with basic understanding on how to secure digital evidence and conduct basic online investigations. It also

included an integrated module on human rights compliance in cybercrime investigations, with a tailored perspective on the identification and handling of digital evidence.

From 25 to 29 October, in the framework of the ExB project on combating cybercrime in Central Asia, TNTD/SPMU delivered a five-day online training course aimed at providing 29 criminal justice practitioners (1 woman; 28 men) from the region with basic theoretical knowledge and practical skills in the investigation of crimes facilitated by the use of the Dark Web and virtual currencies. The course, based on training materials developed by the European Cybercrime Training and Education Group (ECTEG), covered topics such as cryptocurrency seizing, Blockchain analysis, obfuscation techniques, anonymous communication services, and searching the Dark Web. It also included a tailored session on human rights compliance in the investigation and prosecution of cybercrime cases.

On 3 November, in the framework of the ExB project on combating cybercrime in Central Asia, TNTD/SPMU organized the First Regional Co-ordination Meeting for Cybercrime Practitioners and Experts in Central Asia. The meeting, held online, served as a platform to co-ordinate the implementation of project activities at the regional level, facilitate information-sharing as well as exchange of experience and best practices, and build networks and working relationships among relevant practitioners and experts in Central Asia. The main purpose of the meeting was to assess the delivery of training courses, discuss upcoming project activities, as well as share information on the new developments in the area of cybercrime.

From 22 to 26 November, TNTD/SPMU delivered online the second five-day ToT course on cybercrime for 20 criminal justice practitioners (3 women; 17 men) from the region. The course aimed to provide practitioners with the knowledge and skills necessary for developing and delivering professional training courses on this topic and was continuation of the first course delivered on 20-24 September. With a strong emphasis on interactive exercises and practical skills, the training course covered topics such as training development, delivery and flow, and training evaluation and assessment. It also included a tailored session on human rights compliance in the investigation and prosecution of cybercrime cases.

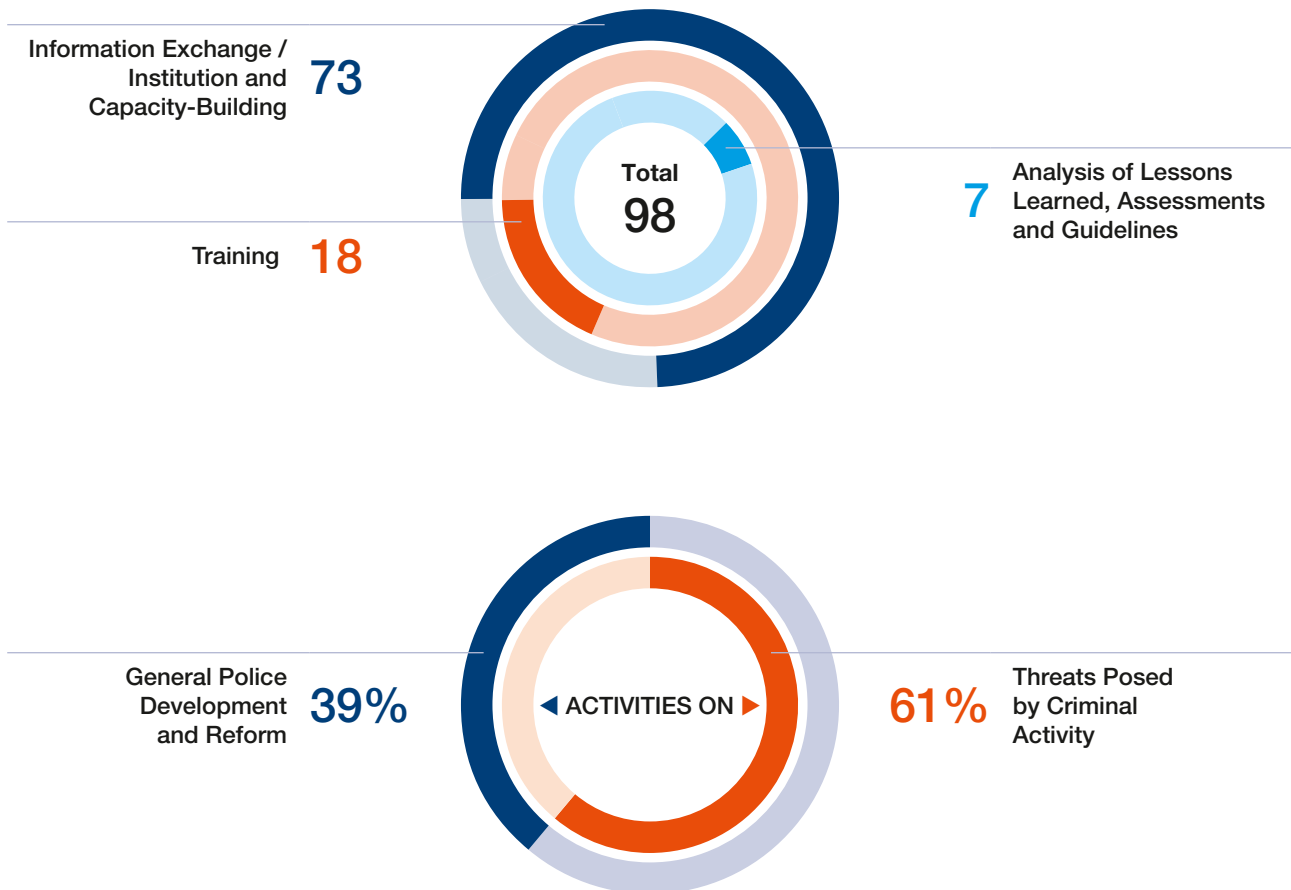
From 6 to 10 December, in the framework of the ExB project on combating cybercrime in Central Asia, TNTD/SPMU delivered a five-day online training course on internet investigations and OSINT gathering for 25 criminal justice practitioners (2 women; 23 men) from the region. The course aimed to provide basic technical skills and competencies required by an online investigator, in line with Europol's EC3/CEPOL/EC-

TEG Training Competency Framework for Cybercrime. The course covered topics such as OSINT gathering methodology and tradecraft, social network investigations, search and collection of intelligence for countering terrorism online, and human rights compliance in online investigations.

From 20 to 24 December, in the framework of ExB project on combating cybercrime in Armenia and jointly with the CoE and with the support of the MFA of Armenia, TNTD/SPMU organized a training course on introduction to open source IT forensics and network investigations. The course, held in Yerevan, gathered 18 participants (7 women; 11 men) from the Police, the GPO, the National Security Service and the Investigative Committee of the Republic of Armenia. It focused on two main fields: open source intelligence and basic digital forensics, and was delivered by two international cybercrime experts (men).

In 2021, TNTD/SPMU, with the support of two international experts (men) from the Netherlands and Slovenia, has produced a first draft of the *OSCE Guidelines on Human Rights Compliance in Cybercrime Investigations*. The guidelines, targeting criminal justice professionals, cover topics such as international human rights legal instruments and organizations; cybercrime investigation-specific procedural power and human rights safeguards; overview of the relevant affected human rights and European Convention on Human Rights jurisprudence; and case studies. The guidelines, produced as part of the ExB project on combating cybercrime in Central Asia, will be officially presented to the OSCE participating States in 2022.

## TNTD/SPMU – Police-Related Activities 2021



## 2.2 TNTD/Action against Terrorism Unit

### Activities Related to Threats Posed by Criminal Activity

#### Counter-Terrorism and P/C VERLT

On 14 January, TNTD/ATU published and circulated a Perception Paper reflecting nonbinding recommendations advanced during the OSCE-wide Counter-Terrorism Conference, organized by the Albanian OSCE Chair with TNTD/ATU's support on 14 and 15 September 2020 and held in Vienna in a blended format. The Perception Paper contains a summary of key findings of the discussions during the five plenary sessions of the conference, as well as of the seven side events organized on the margins of this OSCE-wide event.

On 2 March, TNTD/ATU participated in the Plenary Meeting of the Global Counterterrorism Forum (GCTF) WG on Justice and Rule of Law, held online. The meeting served to take stock of the national and international efforts in promoting the implementation of various GCTF good practices memoranda in the legal field, as well as to adjust the WG's future plans. TNTD/ATU gave an overview of the OSCE's efforts in preventing and countering terrorism, particularly in the areas related to criminal justice, law enforcement and respect for human rights.

On 12 March, TNTD/ATU organized a webinar entitled Terrorist Use of the Internet: Designation of Illicit Content Online and Gaps in Regulatory Frameworks with the support of the Albanian Chair of the OSCE Asian Partners for Co-operation Group and the OSCE External Co-operation Section. The event brought together 182 participants (72 women; 110 men), including experts and high-level officials from across the OSCE area. It built on the OSCE roundtable discussion titled Leveraging Innovation and Technology to Address 21st Century Security Challenges and Crises across the OSCE and Asian Partners for Co-operation, held in November 2020. Experts, including the OSCE Representative on Freedom of the Media as well as researchers and practitioners from think tanks and academia in Canada, Italy and Japan, shared innovative approaches and expert advice on designating and moderating violent extremist and terrorist content online. The importance of transparency, remedy mechanism and accountability in pertinent regulatory frameworks was

highlighted throughout the event. The webinar provided a platform to review and examine current and emerging issues related to the national designation of illicit and terrorist content online, and on how online platforms address these questions through their "terms of service". Experts also discussed how initiatives addressing violent extremist and terrorist content online might negatively affect human rights.

On 14 April, TNTD/ATU participated in the online symposium on supporting victims of terrorism in cross-border situations, organized within the CoE Network of Single Contact Points for the exchange of procedural information regarding the legal standing of victims of terrorism. Presentations and discussions touched upon practical examples on challenges related to victim identification, psychological support or logistical aspects following an attack, including shelter, medical assistance, or response-time. TNTD/ATU contributed to a panel discussion on addressing the needs of victims in the context of counter-terrorism capacity-building.

On 15 April, TNTD/ATU contributed to the Joint OSCE Parliamentary Assembly (PA) - Parliamentary Assembly of the Mediterranean (PAM) Working Session on assessing the terrorist threat and efforts to prevent violent extremism. The Working Session was part of an International Parliamentary Conference organized online by the OSCE PA, the PAM, the Commonwealth of Independent States (CIS), the UN Office of Counter-Terrorism (UNOCT) and other partners. While the conference provided a platform to discuss the prevailing issues of terrorism and violent extremism worldwide, the Working Session that TNTD/ATU contributed to aimed at a better understanding of evolving trends of the terrorist threat, particularly against the backdrop of the COVID-19 pandemic, as well as at evaluating ongoing international efforts to prevent all forms of violent extremism.

On 20 and 21 April, TNTD/ATU supported the Swedish OSCE Chair in organizing the annual OSCE-wide Counter Terrorism Conference, held in Vienna in a blended format and gathering 591 participants (250 women; 341 men) from the OSCE area. During the conference, high-level representatives and experts from governments, state agencies, the OSCE participating States and Partners for Co-operation, the UN and other international organizations, as well as representatives from the public and private sector, CS, and academia shared good practices and lessons learned. Participants dis-

cussed specifically how to address the root causes of violent extremism and radicalization that lead to terrorism (VERLT), including the importance of ensuring human rights-compliance in policy and practice. The Conference also provided a platform to discuss the importance of ensuring that tools for preventing terrorism and VERLT online uphold freedom of expression.

On 11 May, in co-operation with the MFA and the Financial Monitoring Department of the Ministry of Finance and Economy of Turkmenistan, TNTD/ATU organized a Regional Conference on countering terrorist financing and transnational organized crime, held in Vienna in a blended format. The event gathered 200 senior experts, government officials and representatives of regional and international organizations, including the UN. Participants exchanged good practices, lessons learned, and recommendations for policy options for developing effective ways of detecting and suppressing terrorist financing channels and combating organized crime. The conference discussions built on the recommendations made during the OSCE High-Level Regional Conference on countering terrorist financing and addressing potential links with organized crime, held in Ashgabat on 17 and 18 April 2019.

On 19 and 20 May, TNTD/ATU participated in ODIHR's sub-regional online workshop on protecting human rights while countering terrorism. Experts took stock of ongoing and emerging human rights challenges in the development and implementation of counter-terrorism legislation, policy and practice, including with regard to returning foreign terrorist fighters (FTFs). The workshop facilitated an exchange of experiences and good practices between state and non-state actors, with a particular focus on the impact that responses to terrorism can have on domestic rule of law and human rights frameworks, civil liberties and fundamental freedoms.

In June, TNTD/ATU completed a self-evaluation of its ExB project's E-learning course on countering the use of the internet for terrorist purposes. The e-learning course was launched in May 2020 and is available in English and Russian languages on the OSCE e-learning platform. The evaluation gathered 1,166 users (393 women; 683 men; 90 persons did not provide information on their gender) from 115 countries and different backgrounds. A total of 534 persons (198 women; 287 men; 49 did not provide information on their gender) successfully completed the course and received electronic certificates. According to the feedback received, the e-course became a part of mandatory training courses for internships in several intelligence and private companies worldwide in the field of preventing and countering violent extremism and terrorism online.

From 18 to 21 August, together with the Anti-Terrorist Center under the State Committee for National Security of Kyrgyzstan and the OSCE Programme Office in Bishkek, TNTD/ATU organized the Eight Annual Anti-Terrorism Experts Meeting. The meeting, held in a blended format in Issyk-Kul, gathered 48 national and international experts (8 women; 40 men), including representatives of relevant ministries and law enforcement agencies from Kyrgyzstan, the GPO, UNODC and ODIHR. Discussions focused on the exchange of good practices on the necessary conditions for effective international co-operation and how Kyrgyzstan can involve all national stakeholders in preventing and responding to terrorism and violent extremism. The Annual Anti-Terrorism Experts Meeting is a platform for ongoing exchange between the Anti-Terrorist Centre under the State Committee for National Security of Kyrgyzstan and the OSCE Programme Office in Bishkek.

On 25 and 26 August, and 15 and 16 September, TNTD/ATU contributed to the Central Asia Regional Workshop on International Co-operation in Cases of Cross-Border Investigation of Terrorism-Related Offences, organized by UNODC's Terrorism Prevention Branch. The events focused on international legal frameworks and practices in counter-terrorism co-operation. In the first event, TNTD/ATU presented on the parameters of the international legal counter-terrorism framework, while in the second one, on its work in the area of countering the use of the internet for terrorist purposes, including plans for future activities in Central Asia. During both events, discussions focused on the challenges faced by national agencies engaged with the prevention and investigation of terrorism related offences in cross-border contexts.

From 15 to 17 September, jointly with the OSCE field operations in Central Asia, TNTD/ATU organized online the Central Asia Expert Dialogue on Age- and Gender-Sensitivity in managing FTF returnees, which focused on good practices in the treatment of FTF returnees. The event gathered 75 participants (39 women; 36 men), among whom government and international experts, academics, policymakers, and CS from all across the OSCE area, to discuss the treatment of women and children associated with FTFs, including their prosecution, rehabilitation and reintegration. The event provided an overview of the situation that these women and children face in different regions of the OSCE. Discussions addressed the importance of gender-responsive programmes and individually tailored approaches to helping returning women disengage and reintegrate into society. The expert dialogue also addressed the need for age-sensitive support in rehabilitating and reintegrating FTF-affiliated children and juvenile offenders.

On 23 and 24 September, TNTD/ATU attended the South-East Europe Police Chiefs Association Conference, held in

Budva in a blended format. The event was hosted by the Police Directorate of Montenegro's Mol, with the support of the OSCE Mission to Montenegro. Participating police experts from South-Eastern Europe focused on examining two aspects of cybercrime: countering online radicalization that leads to violent extremism and countering online sexual exploitation of children. During the meeting, TNTD/ATU presented its work in the field of countering the use of the internet for terrorist purposes, including plans for future activities in the region. The conference facilitated an exchange of experiences on the relevant emerging threats and placed a special emphasis on the importance of reinforcing a regional response through the joint exchange of data on the exploitation of the internet for criminal purposes.

On 14 October, TNTD/ATU participated in the EU Working Party on Terrorism – International Aspects (COTER), at the invitation of the Slovenian Presidency of the Council of the EU. During the meeting, which focused on post-COVID-19 pandemic counter-terrorism challenges in the Western Balkans, the OSCE Co-ordinator of Activities to Address Transnational Threats presented the work of TNTD in the area of counter-terrorism and P/C VERLT, highlighting the role of the OSCE's wide net of field operations and long-term projects.

On 14 and 15 October, jointly with the OSCE PA's Ad Hoc Committee on Countering Terrorism, TNTD/ATU organized the Regional Policy Dialogue on the rehabilitation and reintegration of FTFs and their families, with a focus on South-Eastern Europe. The event gathered, online and in person, 106 representatives (43 women; 63 men) from relevant legislative committees from the region and selected neighbouring countries, experts from OSCE participating States and UN agencies, as well as CSOs and academia. Participants discussed strategies and policies for effective and human rights-compliant prosecution, rehabilitation and reintegration of FTFs and their families.

From 3 to 5 November, in co-operation with ODIHR and the OSCE Mission to Skopje, TNTD/ATU organized a training course on developing and strengthening the engagement between the police and communities in P/C VERLT. The course gathered 20 police officers and community members and local governmental agencies and was designed based on the OSCE guidebook *Preventing Terrorism and Countering Violent Extremism that Lead to Terrorism: A Community Policing Approach*.

On 25 and 26 November, TNTD/ATU supported the organization of a National Seminar on a "whole-of-society" approach to P/C VERLT, organized by the Serbian Ministry of Human and Minority Rights and Social Dialogue in co-operation with the OSCE Mission to Serbia. The seminar aimed

to inform the review process of Serbia's *National Strategy for the Prevention and Countering of Terrorism 2017-2021*. The event, which provided a platform for dialogue between CS, the security sector, other government representatives, as well as academia and experts from the OSCE, the EU and the UN, gathered 70 participants (45 women; 25 men) and 27 speakers and moderators (13 women; 14 men). The seminar is part of the series of more than a dozen national seminars organized by TNTD/ATU since 2012 to support OSCE participating States in developing inclusive, human rights-compliant and gender-sensitive national P/C violent extremism and counter-terrorism strategies and action plans.



**OSCE supported national seminar on a whole-of-society approach to P/C VERLT in Serbia, November 2021.**

[📷 OSCE/Milan Obradovic](#)

On 7 and 8 December, jointly with UNODC and the OSCE Programme Office in Dushanbe (POiD), TNTD/ATU organized a needs assessment seminar on the *Practical Guide for Requesting Electronic Evidence Across Borders*. The event, held in blended format, gathered 21 participants (6 women; 15 men) from relevant criminal justice and law enforcement agencies. Experts aimed to identify the needs of government agencies and line ministries on how to obtain electronic evidence from foreign service providers while investigating crimes committed using the internet and social media, including by violent extremists and terrorists. During the seminar, experts from UNODC, TNTD, ODIHR, and the POiD presented a recently developed ToT course that aims at providing relevant training institutions with tools to deliver courses on requesting electronic evidence from foreign-based service providers, by adapting the course to national curricula.

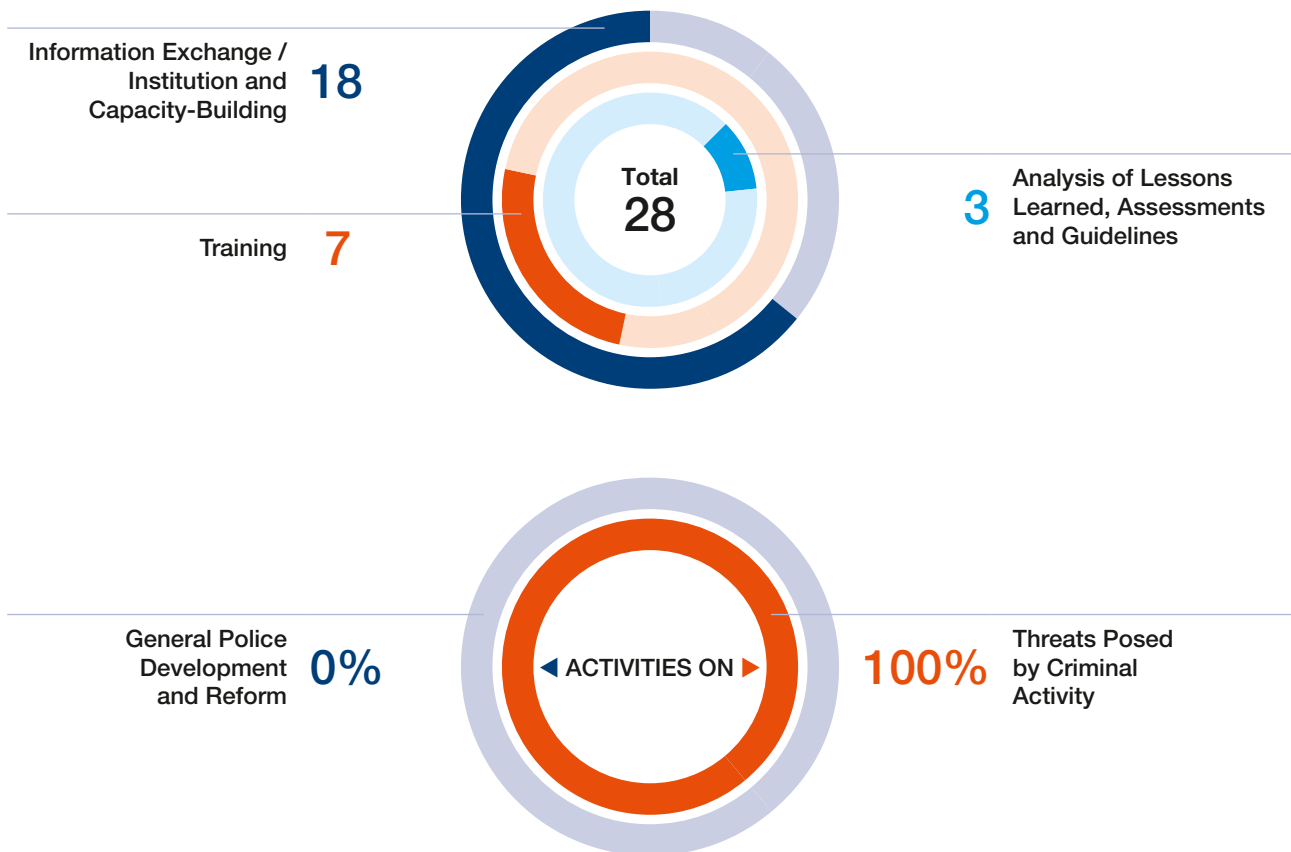
On 14 and 15 December, TNTD/ATU contributed to online discussions organized by the EU’s Radicalization Awareness Network (RAN) focusing on the reintegration and rehabilitation of FTFs and their family members returning from formerly terrorist-controlled territories in Syria and Iraq. The event provided an overview of current challenges and trends as well as existing practices and approaches in the management of returnees. It also enabled an exchange between research, practice, and policy on core aspects of returnee management: linking the rehabilitation of FTFs within and outside of prison female returnees and related gender-sensitive rehabilitation and reintegration efforts, and working with child returnees. The outcomes of the discussions will contribute to the development of RAN guidance material on the management of returning FTFs, women, and children, which will also inform ongoing and planned OSCE efforts in this area.

On 15 and 16 December, TNTD/ATU contributed to the CoE’s International Conference on the Roles of Women and

Children in Terrorism. For its presentation on the situation of women and children associated with FTFs, TNTD/ATU relied on the outcomes of a number of related events organized by the OSCE. The presentation also touched upon the efforts of OSCE field operations in Central Asia and South-Eastern Europe in this regard.

Throughout 2021, and as part of the multiannual Training Programme on Countering the Financing of Terrorism (CFT) in partnership with UNODC, TNTD/ATU organized six courses for five OSCE participating States, namely Albania, Bosnia and Herzegovina, Kyrgyzstan, North Macedonia, and Uzbekistan. The courses are implemented jointly by UNODC and TNTD/ATU upon the request of OSCE participating States. The objective of the training programme is to assist in the implementation of relevant international CFT commitments and standards and allow the involved participating States to build their own training capability in CFT.

## TNTD/ATU – Police-Related Activities 2021





## 2.3 TNTD/Border Security and Management Unit

### Activities Related to Threats Posed by Criminal Activity

#### Cross-Border Co-operation in Criminal Matters

In 2021, TNTD/BSMU developed a five-year TNTD-wide programme on the combating of the illicit cross-border trafficking in cultural property (TCP) in the OSCE area as a follow up of an ExB project implemented by TNTD/BSMU since 2016.

In October, TNTD/BSMU launched the curriculum for the post-graduate studies on TCP for law enforcement officers of the OSCE participating States and Partners for Co-operation, developed in close co-operation with the Donau Krems University, Austria. Jointly with OSCE Communication and Media Relations Section (COMMS), TNTD/BSMU developed a podcast on TCP to further promote the importance of the topic and to gain more visibility. The three initial test episodes, recorded in 2021, will be completed and distributed to a broad public in 2022, via platforms such as Spotify. TNTD/BSMU also developed a Cultural Property Protection Resources Platform under OSCE POLIS platform, uploading handbooks and guidelines for border, police and customs officers and introducing a section for military personnel to increase awareness and learning on the phenomenon and how to address it.

From 15 to 18 March, in co-operation with the World Customs Organization (WCO), TNTD/BSMU organized an online training course on the prevention of illicit trafficking cultural heritage (PITCH) for 24 customs officers (14 women; 10 men) from Bulgaria, Croatia, Estonia, Georgia, Hungary, Lithuania, Latvia, Moldova, Poland, Romania, Slovakia, Slovenia and Ukraine, as well as the Regional Intelligence Liaison Office (RILO) for Eastern and Central Europe. The training course, delivered by six experts (3 women; 3 men) from the WCO, the OSCE, INTERPOL's Works of Art Unit, the University of Oslo and the Association for Research into Crimes against Art (ARCA), was tailored for the custom services from the Eastern and Central European Regions. It aimed to ensure a consistent and harmonized approach in countering illicit TCP and to co-ordinate their actions throughout the region as well as serving to enhance participants' overall skills and knowledge and networking skills. The course, in line with provisions of the WCO's 2016 Council Resolution and the

United Nations Security Council Resolution (UNSCR) 2347 (2017), was the third of its kind, following the previous two joint WCO-OSCE PITCH training courses held in Central Asia in 2019 and in South-Eastern Europe in 2020.

On 18 March, TNTD/BSMU organized an online roundtable on how vaccine travel documents can be used in the OSCE area and what consequences this brings on the operations of border security agencies. The event provided an opportunity to enhance knowledge and ideas on a rapidly developing subject, bringing together 102 participants (33 women; 69 men) from OSCE's Border Security and Management (BSM) National Focal Points (NFP) Network, along with experts and representatives from OSCE participating States, the International Civil Aviation Organization (ICAO), the International Air Transport Authority (IATA), and the United Nations World Tourism Organization. TNTD/BSMU will continue to monitor developments in vaccine passport implementation and facilitate connections between NFPs and the World Health Organization (WHO), the IATA and the ICAO.


On 25 March, TNTD/BSMU finalized the first online platform on the OSCE Mobile Training Team (MTT) curriculum on the detection of FTFs at borders, aimed to benefit Border Police and law enforcement agencies from OSCE participating States and Partners for Co-operation. The two week self-paced learning program provides general information about FTFs, modules on travel document security and risk assessment and risk analysis, including lectures on behavioural analysis and interviewing techniques. The course includes TNTD/BSMU online support, two Q&A sessions and a final exam with participation certified by TNTD/BSMU.

In April, TNTD/BSMU organized an online workshop for Armenian representatives and Armenia's Inter-Agency WG on Advance Passenger Information (API). Discussions focused on inter-organizational co-ordination as well as legislative developments to implement passenger data systems in support of UNSCR 2396 (2017).

On 19 and 20 May, TNTD/BSMU conducted the second online training course on the identification of impostors at border crossing points for the OSCE NFPs in BSM, and other border agencies from the OSCE participating States. The training course, developed by the experts of the Austrian Federal Mol, gathered 194 officers (54 women, 140 men)



**Participants of a training course on the protection of cultural property organized by the OSCE and the Hellenic Multinational Peace Support Operations Training Centre (MPSOTC), 30 August – 3 September 2021.**

 OSCE/Florian Krejsa

from 25 OSCE participating States. During the two-day training course, participants enhanced their skills in the identification of impostors at borders through interactive exercises, by focusing on relevant anatomical features and behavioural indicators. The course also served as a forum for the exchange of information on the latest trends in the field of identity and document fraud, and addressed the topic of morphing and the use of fraudulent COVID-19 tests and vaccine certificates for travel purposes.

In June, TNTD/BSMU launched an Advance Passenger Information and Passenger Name Record (API/PNR) needs assessment mission in Bosnia and Herzegovina in order to facilitate discussions amongst different government agencies, ministries and international organizations, and assess the current status of API implementation in Bosnia and Herzegovina. Meetings were co-ordinated with the Ministry of Security as well as with multiple law enforcement and border management organizations. As a result, a short-term National Action Plan was developed, including the creation of Bosnia and Herzegovina's first interagency WG.

On 25 June, in co-operation with the OSCE Mission to Serbia, TNTD/BSMU conducted an online training course for five officers (1 woman; 4 men) from the Service for Combating Terrorism within the Criminal Police Directorate of the Mol of the Republic of Serbia. The training course was organized following the request from Serbian authorities to conduct more training activities on this topic, particularly after the in-person training course for Serbian first-line border officers in December 2019. Following the evaluation of the course, TNTD/BSMU will further adjust and improve the curriculum.

In August, TNTD/BSMU hosted an online workshop in co-ordination with the International Organization for Migration (IOM) office in Turkmenistan and its Inter-Agency WG on API. Discussions focused on inter-organizational co-ordination as well as legislative developments to implement passenger data systems in support of UNSCR 2396 (2017).

On 27 and 28 October, jointly with UNOCT, TNTD/BSMU launched the first Eastern European Informal Working Group (IWG) on Passenger Data. The launching ceremony was held in a blended format and gathered 62 participants (19 women; 43 men). Based on the EU IWG and consisting of 17 OSCE participating States, the IWG will serve as a working-level technical platform to advance API/PNR implementation across the OSCE area. The Kyrgyz Republic was appointed to the position of Chair on a voluntary basis for one year. The four thematic Vice-Chairs are Albania, Georgia, Mongolia and Montenegro, and will oversee the work of the four different sub-WGs (Legal, Operational, Transport Industry Engagement, and ICT and interoperability). The IWG will support OSCE participating States in implementing UNSCR 2396 (2017), which mandates states to collect and analyse passenger data for preventing the return of FTFs.

On 28 and 29 October, jointly with UNOCT, TNTD/BSMU organized the fifth OSCE-wide Seminar on Passenger Data Exchange. The event was held in a blended format and gathered 232 participants (86 women; 146 men). The event's main purpose was to provide further support to OSCE participating States and Partners for Co-operation in developing API/PNR systems and opportunities to identify potential partnerships. This event marks the third consecutive joint seminar between the OSCE and UNOCT and is a direct result of the Biennial Action Plan for 2019-2021 signed in September 2019. The event targeted expert-level officials involved in the establishment of national API/PNR systems as well as representatives from national targeting centers and/or Passenger Information Units (PIU).

From 29 November to 1 December, in close co-operation with the OSCE Mission to Bosnia and Herzegovina, TNTD/BSMU organized the 13th deployment of the MTT on the identification of FTFs. The three-day training course, held in-person in Jahorina, Bosnia and Herzegovina, gathered 23 participants (3 women; 20 men) among whom were first and second-line border officers. Participants learned about international and regional legal frameworks, the effective use of INTERPOL databases, API/PNR Systems, travel document security as well as risk analysis and management in the identification of potential FTFs at borders. Participants were also trained on how to detect behavioural indicators of FTFs and interviewing techniques. Since being established in 2016 the BSMU MTT has proven to be a valuable tool for the awareness raising as well as capacity building for the phenomenon of FTFs.

From 6 to 10 December, in co-operation with the OSCE Mission to Bosnia and Herzegovina, TNTD/BSMU held a training course on identifying forged travel documents for instructors at the Agency for Education and Professional Training of the Ministry of Security of Bosnia and Herzegovina. The course, held in-person in Mostar, gathered 12 participants (3 women; 9 men) from the Agency and the Border Police, who focused on the travel document manufacturing process, security features, forgery methods, and specialized equipment to detect forgeries. With this initiative, TNTD/BSMU is contributing to the development of national capacities in Bosnia and Herzegovina related to the fight against document and identity fraud, in line with human-rights standards and procedures. Trained representatives will act as trainers for their fellow colleagues, thus ensuring ownership by the beneficiaries and long-term sustainability.

On 17 December, TNTD/BSMU supported the organization of the first online meeting of the newly-established Eastern European IWG on Passenger Data. The launch meeting has significantly increased cross-border, cross-regional co-operation and mutual support in the development of API/PNR systems with a solid agenda for 2022. In the long term, the partnerships stemming from this new group will advance day-to-day information sharing and technical co-operation, and will significantly increase travel security across the OSCE area. TNTD/BSMU will serve as the Secretariat of the group, whereas the funding will be provided by the UNOCT.

## **Border Security and Management / Customs**

On 23 March, in co-operation with the OSCE Human Resources (HR) Department and its Talent Acquisition Unit, TNTD/BSMU conducted an online workshop on gender mainstreaming in human resources departments of border and law enforcement agencies. The event gathered 98 participants (87 women; 11 men), members of the OSCE Gender Equality Platform in BSM and HR representatives from across the OSCE area. Participants discussed successful techniques of mainstreaming gender in recruiting, retaining and promoting women officers in border and law enforcement agencies, and nine practitioners (6 women; 3 men) from border and law enforcement agencies of Moldova, Montenegro and Ukraine shared national good practices of gender mainstreaming.

On 28 May, TNTD/BSMU organized an online workshop for the members of the regional Anti-corruption (AC) Platform of Internal Control Departments of border and law enforcement agencies from OSCE participating States from South-Eastern and Eastern Europe. As requested by members of the

Platform, the workshop was dedicated to practical aspects of protection mechanisms of whistleblowers in border and law enforcement agencies. The workshop, gathering 26 participants (17 women; 9 men), was conducted by the experts from General Anti-corruption Directorate of the MoA of Romania.

On 27 July, TNTD/BSMU organized an online webinar on the role of men in promoting gender equality in border and law enforcement agencies, for the members of the OSCE Gender Equality Platform in BSM. The event gathered 63 border security officers (40 women; 23 men) from OSCE participating States and Partners for Co-operation, to discuss the role of men in gender equality, as well as barriers and obstacles they encounter when trying to include a gender perspective into their work.

On 21 and 22 September, jointly with the Swedish OSCE Chair, TNTD/BSMU organized the 15th Annual Meeting of the OSCE BSM NFP Network, held in Vienna in a blended format. The event gathered 133 representatives (45 women; 88 men) from across the OSCE area and the Mediterranean Partners for Co-operation and focused on analyzing the ongoing transnational threats and challenges for border agencies, including the COVID-19 pandemic, as well as identifying innovative responses to these challenges.

From 27 September to 1 October, in co-operation with the OSCE Presence in Albania, TNTD/BSMU organized a five-day training course on the detection of forged documents and imposters for 15 front-line officers (3 women; 12 men) of the Albanian Border Police. The training course, held in Tirana and delivered by experts of the Austrian Federal Mol, focused on presenting the latest trends and counterfeiting techniques. Trainers presented real-life scenarios and cases, illustrating counterfeit documents, printing techniques, and facial comparison methods. Through interactive sessions participants performed document checks using 15 handheld mobile devices donated by the OSCE.

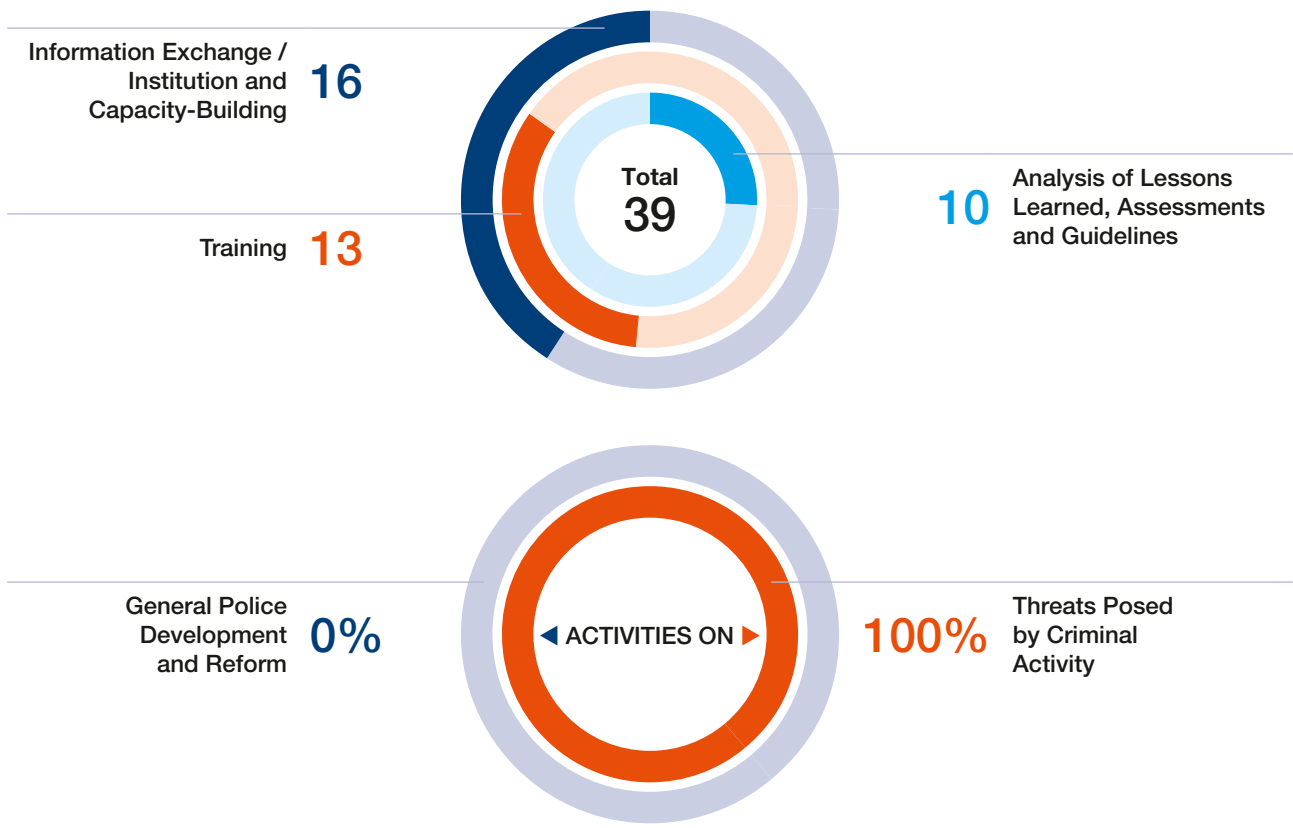
On 18 October, jointly with the OSCE Gender Issues Programme, TNTD/BSMU organized a networking event for the OSCE Gender Equality Platform on BSM for 42 representatives (31 women; 11 men) from border agencies of 18 OSCE participating States and Mediterranean Partners for Co-operation. The event, held in a blended format, served to launch the needs assessment of border services in the OSCE participating States and Mediterranean Partners for Co-operation and to facilitate discussions of the importance of gender-inclusive leadership. The aim of the event and the needs assessment was to analyse gaps and needs in border services regarding women's equal participation at all levels, the identification of male advocates of gender equality, and

the engagement of leadership in gender mainstreaming efforts. Building on the outcomes of the meeting and the assessment, TNTD/BSMU will create tailor-made initiatives for the upcoming years in order to support border services in their efforts towards gender equality.

On 2 and 3 November, TNTD/BSMU organized the two-day Annual Meeting of the OSCE-supported Regional Anti-corruption Platform to assist border security agencies in South-Eastern and Eastern Europe in enhancing their capacity to prevent and counter corruption at the borders. The event, held in Vienna in a blended format, gathered 21 representatives (10 women; 11 men) from the internal control departments of border and law enforcement agencies. Participants exchanged views on best practices related in assets' declaration, identification of conflict of interest of law enforcement officers, models of interagency co-operation between Border Police and customs services in preventing and countering corruption at the border, and assessed the applicability of respective practices in respective agencies/services. The correlation between gender and corruption was also highlighted.

On 8 and 9 November, with the support of the German Federal Foreign Office, the Austrian Federal Mol and the OSCE field operations in Central Asia, TNTD/BSMU organized the 16th Central Asia Border Management Initiative (CABMI) Conference, held in Vienna in a blended format. The Conference, gathering 126 participants (38 women; 88 men) from the OSCE area, focused on recent developments in Afghanistan and the new border security landscape in Central Asia. Participants also discussed emerging challenges and transnational threats associated with the new security landscape in the region, and possible responses to the anticipated large-scale refugee flows coming from Afghanistan as well as the possible increase in THB. Concerns about the possible increase of cross-border travel of FTFs and trafficking in small arms and light weapons (SALW) were also voiced. The conference also provided a platform for bilateral meetings between representatives of OSCE participating States and border agencies in Central Asia, aiming to develop initiatives responding to the new security situation in the region.

## TNTD/BSMU – Police-Related Activities 2021



# Police-Related Activities of other Thematic Units



## 3.1 Programme for Gender Issues

### Introduction

The Programme for Gender Issues (the Programme) within the OSCE Office of the Secretary General (OSG) supports OSCE participating States in implementing activities aimed at preventing and combating gender-based violence, as well as in preparing National Action Plans to implement the UNSCR 1325 on Women, Peace and Security.

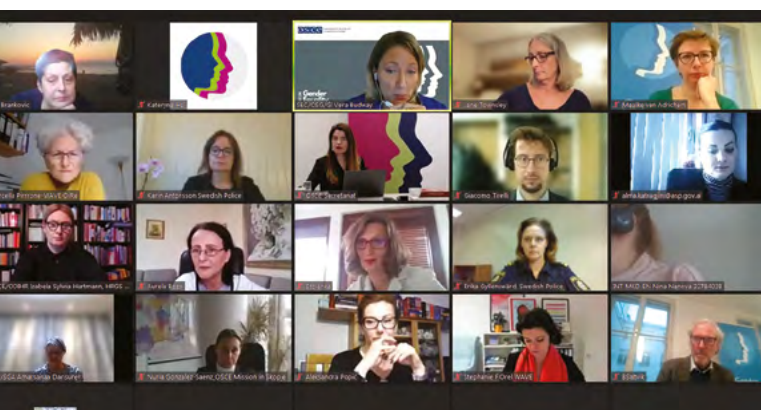
### Activities Related to General Police Development and Reform

#### Gender-based Violence


The 2019 OSCE-led survey on Violence against Women found that the percentage of women reporting to the police their experience of intimate partner violence is very low. As a follow-up to the recommendations of the OSCE-led survey, the Programme initiated a mapping exercise of police and justice sectors training curricula in South-Eastern Europe. Therefore, within the framework of the WIN project, in 2021 the Programme mapped existing training modules for the law

enforcement and justice sectors in South-Eastern Europe to identify good practices, gaps, and lessons learned.

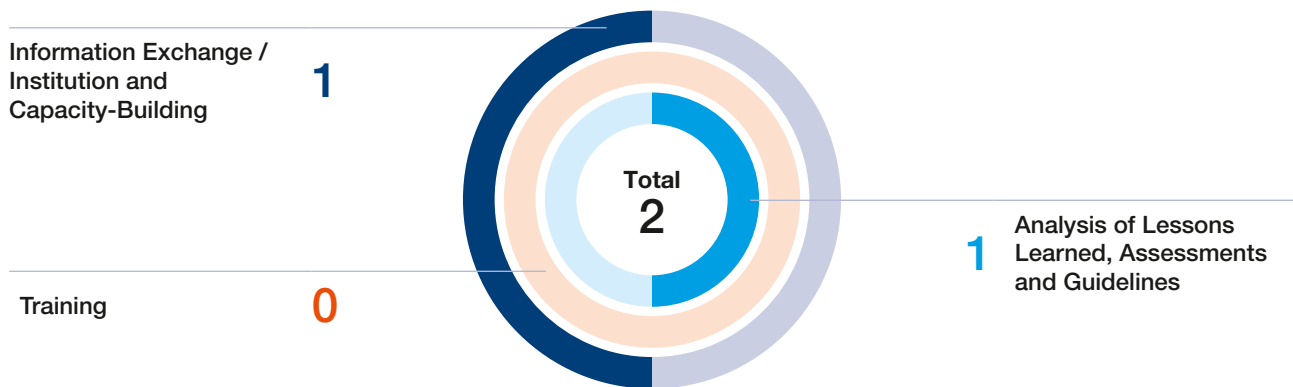
In November, draft findings were presented during an online roundtable meeting, gathering 66 participants (58 women; 8 men) from the law enforcement and justice sectors in South-Eastern Europe. Participants agreed that combating violence against women and girls needs to be a priority in police and judiciary training curricula and stressed the importance of a multi-sectoral approach and impact-based evaluations of trainings. The mapping exercise and the expert discussion provided a critical baseline that will guide the work of OSCE executive structures in preventing and combating violence against women and girls across the OSCE area. The final report is set to be published in 2022.



Presentation of the draft findings of the existing training modules for the law enforcement and justice sectors during an online roundtable meeting. November 2021.

 OSCE/Programme for Gender Issues

**Programme for Gender Issues – Police-Related Activities 2021**



## 3.2 Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings

### Introduction

In line with MC Decisions No. 02/03 and No. 3/06, the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB) is mandated to address all forms of THB, to ensure the co-ordination of the OSCE's efforts in combating THB across all three dimensions and to act as a focal point for the OSCE's efforts in this area. In 2021, the OSR/CTHB continued its efforts to support OSCE participating States and Partners for Co-operation in preventing and prosecuting human trafficking and protecting its victims in line with the OSCE anti-trafficking commitments and recommendations set forth in the 2003 *OSCE Action Plan to Combat Trafficking in Human Beings* and its 2005 and 2013 *Addenda*, particularly through policy recommendations and capacity-building.

In 2021, the OSR/CTHB further intensified its exchanges with the OSCE field operations, especially with the counter-trafficking focal points. These engagements were instrumental for strategic planning and concrete activities such as workshops and conferences, and wider capacity-building activities such as the national simulation-based exercises organized in Albania, Kazakhstan, Kyrgyzstan, Tajikistan, and Ukraine in 2021. The OSR/CTHB co-operation with ODIHR, TNTD, the OSG/Programme for Gender Issues, Department of Management and Finance/Procurement and other OSCE Secretariat teams has deepened, which has resulted in shared planning and a number of co-ordinated activities.

### Activities Related to Threats Posed by Criminal Activity

#### Trafficking in Human Beings

From 22 to 25 March and from 12 to 14 July, respectively online and in-person, the OSR/CTHB and OSCE PA, in co-operation with OSCE Mission to Bosnia and Herzegovina conducted an official visit to Bosnia and Herzegovina to assess the risks of trafficking in mixed migration flows. During the visit, the discussions focused on ways to improve the identification of and assistance to victims of trafficking among migrants, refugees and asylum seekers transiting the country. The OSCE delegation also called for strengthening national, regional and international co-operation to dismantle international trafficking networks and provide support to victims of human trafficking in a coherent, durable and humane way.

On 14 April and 16 December, the OSR/CTHB facilitated meetings of the Alliance Expert Co-ordination Team (AECT),

including INTERPOL and Europol, gathering 72 participants (48 women; 24 men). The meetings focused on strategic medium-term anti-trafficking priorities of the AECT members, the role of technology in preventing and responding to THB, addressing the vulnerabilities of victims of trafficking and enhancing national strategies to combat THB.

On 27 and 28 April, within the OSR/CTHB project titled Responding to Technology-Facilitated Trafficking in Human Beings, the OSCE and its Asian Partners for Co-operation organized a roundtable on combating technology-facilitated THB in Central Asia and across the OSCE Asian Partners for Co-operation, namely Afghanistan, Australia, Japan, Republic of Korea, and Thailand. Roundtable participants discussed the misuse of technology in these regions, especially when traffickers advertise victims of sexual exploitation, including children, on online platforms. The event gathered 171 national and international practitioners (89 women; 82 men) working on combating THB and representatives of international organizations and law enforcement agencies such as INTERPOL, Europol, and the United States Depart-



ment of Homeland Security, and the OSCE Asian Partners for Co-operation.

On 26 May, the OSR/CTHB launched its Occasional Paper *Applying Gender-Sensitive Approaches in Combating Trafficking in Human Beings*.<sup>4</sup> Based on findings from a multi-method research project, including surveys, expert interviews, and expert group meetings, the study explores a range of gender aspects that are often not addressed in existing prevention, protection, and prosecution strategies aimed at combating THB. At the same time, the publication provides a basis for policy development and better implementation of gender-sensitive approaches.

On 28 May, the OSR/CTHB released the Russian translation of its publication *Following the Money: Compendium of Resources and Step-by-step Guide to Financial Investigations into Trafficking in Human Beings*.<sup>5</sup> The publication categorizes more than 600 indicators and typologies of human trafficking and outlines a list of steps needed to establish a framework for successful financial investigations.

From 14 to 16 June, the OSR/CTHB organized its 21st Conference of the Alliance against Trafficking in Persons entitled *Confronting Demand: Tackling a Root Cause of Trafficking in Human Beings*. The three-day event, held in a blended format, gathered 828 participants (577 women; 251 men) from OSCE participating States and Partners for Co-operation, international organizations, and NGOs which are partners in the Alliance against Trafficking in Persons, as well as CS, media, the private sector, academia and relevant professional networks of national anti-trafficking practitioners. Participants discussed policies and tools to address demand as a means of prevention – and specifically discourage the demand that fosters trafficking for the purposes of labour and sexual exploitation as a core, long-term strategy towards ending human trafficking.<sup>6</sup> A special OSR/CTHB side-event put a spotlight on the demand that fosters trafficking in children.

On 15 June, on the margins of the 21st Alliance against Trafficking in Persons Conference, the OSR/CTHB launched its Occasional Paper *Discouraging the Demand that Fosters Trafficking for the Purpose of Sexual Exploitation*.<sup>7</sup> The publication sheds light on the importance of addressing the demand that fosters trafficking for sexual exploitation, in particular the exploitation of the prostitution of others; highlights the role of demand in encouraging exploitation and causing harm to victims; outlines the scope of the international obli-

gations and commitments of States to discourage demand; analyses the ways in which States have responded to these obligations and commitments in their criminal justice and prevention practices; and finally, offers recommendations on how to better incorporate demand into national efforts.

On 17 June, jointly with the OSCE Presence in Albania, the OSR/CTHB organized a conference on joint efforts to combat THB in Albania, focused on promoting partnerships and a multi-agency approach to enhance co-operation in addressing THB. Representatives of central and local government institutions, parliament, judiciary and law-enforcement bodies, the international community, CS, and academia discussed the importance of strengthening a human rights-based and victim-centred approach in all anti-trafficking actions.

On 7 July, jointly with the OSCE Mission to Bosnia and Herzegovina, the OSR/CTHB organized a webinar for 31 Border Police officers (7 women; 24 men) from Bosnia and Herzegovina working on THB and human smuggling. The discussions aimed at increasing the capacity of first line responders to screen and address vulnerabilities of the migrant population and underlined the need to identify and assist victims of trafficking among migrants and asylum seekers, irrespective of the country of exploitation or country of destination.

On 9 July, the OSR/CTHB launched its publication *Trafficking in Human Beings and Terrorism: Where and How They Intersect*.<sup>8</sup> The research paper reviews normative and policy frameworks governing actions against THB and terrorism, provides an in-depth look at the aspects of THB used by terrorist groups, discusses key principles in anti-trafficking responses and the complexity of their application in the context, and offers targeted recommendations to assist participating States in addressing THB committed by terrorist groups.

On 14 July and 9 December, in partnership with the International Organization for Judicial Training, the European Judiciary Training Network and the International Association of Judges, the OSR/CTHB conducted expert meetings on building the capacity of the judiciary in combating THB. The 3rd Capacity Building Expert Meeting gathered 39 participants (28 women; 11 men), while the 4th Capacity Building Expert Meeting gathered a total of 41 participants (27 women; 14 men). Based on the finding of the surveys aimed at assessing the availability, the frequency and the scope of THB-related trainings for the judiciary as well as the outcomes of the meetings, the partners initiated the development of a model skills-based training module on combating THB that judicial academies can adapt and integrate into their national curricula.

4 <https://www.osce.org/cthb/486700>

5 <https://www.osce.org/cthb/438323>

6 <https://www.osce.org/event/alliance21>

7 <https://www.osce.org/cthb/489388>

8 <https://www.osce.org/cthb/491983>



**Participants during a practical exercise in the second international simulation-based training on THB in Vicenza, Italy, 27 September – 1 October 2021.**

**OSCE/ Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings**

On 20 July, the OSR/CTHB held a roundtable with international organizations and CSOs to conduct a landscape assessment of initiatives on financial flows related to THB. During the event, gathering 13 participants (6 women; 7 men), the OSR/CTHB presented the findings of its survey that mapped the existing initiatives and fostered dialogue on how to enhance information exchange and improve the harmonization of financial investigatory strategies and tactics to detect and dismantle THB networks.

On 19, 23 and 24 August, jointly with ODIHR, the OSR/CTHB organized informal expert consultations on the impact on and response to trafficking in persons belonging to ethnic, national and religious minorities. Bringing together 45 participants (39 women; 6 men), among whom were survivor leaders and experts from the CS as well as representatives of international organizations and academia, the events aimed at discussing existing research, policies and practices that recognize the nexus between THB and discrimination based on race and ethnicity, including as a vulnerability and risk factor, as well as an obstacle to the delivery of protection and justice to victims.

From 27 September to 1 October, the OSR/CTHB conducted the second international simulation-based training aimed at enhancing the capacity of participants to effectively identify, investigate, and prosecute human trafficking cases among migrants and refugees in mixed migration flows. The five-day simulation exercise, held in Vicenza, Italy, engaged 41 participants (29 women; 12 men) from multi-agency teams from Austria, Canada, Denmark, Georgia, Germany, and Spain. Participants from law enforcement, the judiciary, labour inspectorates, immigration authorities, public social services,

NGOs, and lawyers practiced a multi-disciplinary response to tackle complex cases of human trafficking, while ensuring a victim-centred and human rights-based approach. Participants were also encouraged to promote better judicial co-operation, for example by engaging Eurojust in the operations. The simulation also introduced new elements to reflect at best current trends in human trafficking, for example how to tackle online sexual exploitation.

From 14 October to 10 November, with support from the International Association of Prosecutors and the National Attorneys General Training and Research Institute, the OSR/CTHB conducted a five-part webinar series aiming to equip 26 criminal justice professionals (15 women; 11 men), primarily investigators and prosecutors, with tools to better understand and apply a victim-centred, trauma-informed, gender-sensitive and human rights-focused approach to the prosecution of human trafficking cases.

On 8 and 9 November, the OSR/CTHB hosted a roundtable discussion on effective prosecution strategies. The event gathered 16 participants (7 women; 9 men), among whom were prosecutors, law enforcement officers, lawyers, and experts from ten countries, who shared experiences on victim-centered approaches to evidential issues around victim consent in law and practice and worked on a fictitious scenario involving labour trafficking. Participants also took part in a mock trial to improve their skills in countering consent-based defense arguments, thus enhancing prosecution efforts in cases where the victim's consent is obtained by subtle forms of coercion, such as through the abuse of vulnerability.

On 15 and 16 November, jointly with the CoE, the OSR/CTHB organized the annual meeting of National Anti-Trafficking Co-ordinators and Rapporteurs or equivalent mechanisms. The meeting, gathering 161 participants (91 women; 70 men) from all OSCE participating States and three Partners for Co-operation, sought to identify joint actions in addressing current human trafficking-related challenges in the region and foster the implementation of relevant OSCE and CoE commitments. A particular focus was placed on THB for labour exploitation, ways to support and assist victims of trafficking independent of the criminal justice process, and mechanisms to maximize national anti-trafficking responses such as National Action Plans and National Anti-Trafficking Rapporteurs.

On 29 November, together with the United Kingdom Independent Anti-Slavery Commissioner and the Finance against Slavery and Trafficking, the OSR/CTHB facilitated a roundtable discussion with the financial services sector, financial intelligence units, and anti-trafficking agencies to encourage

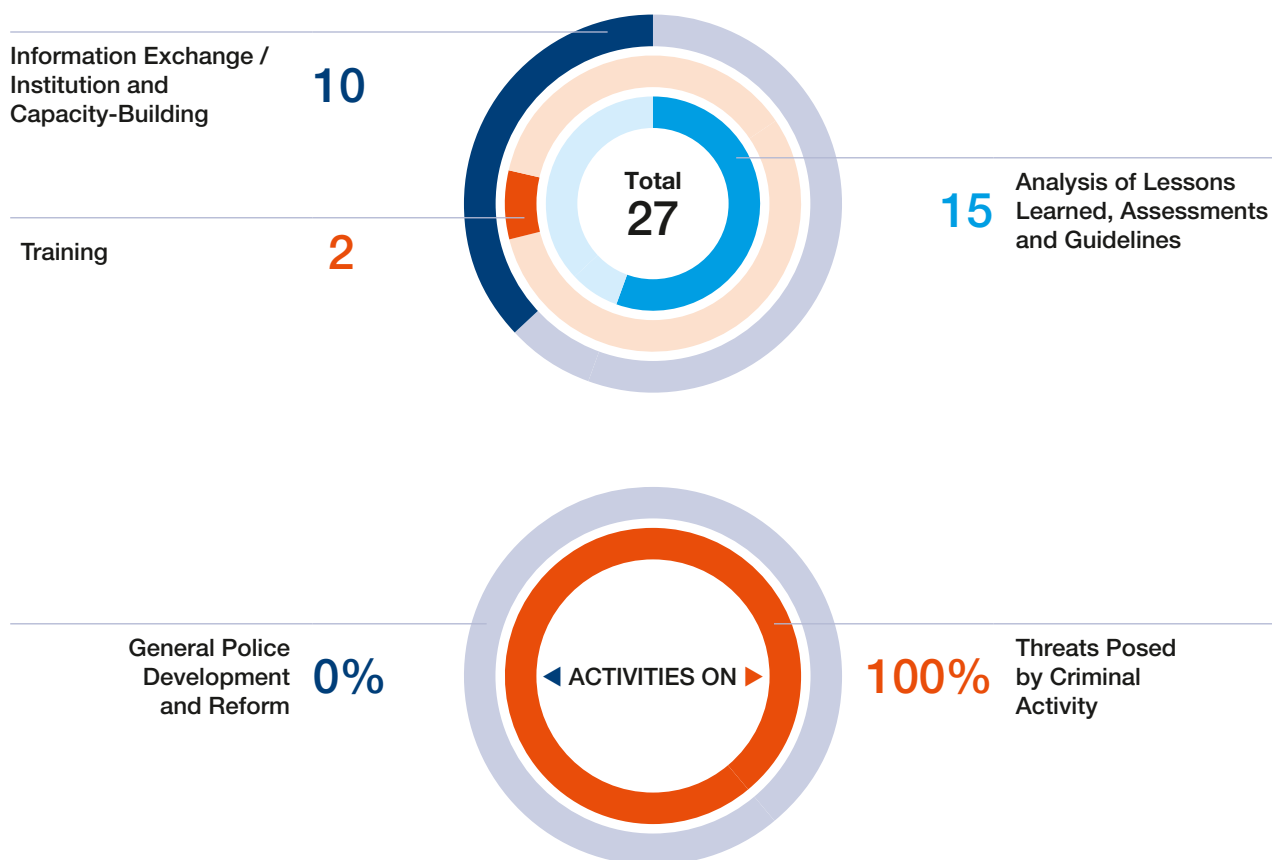
proactive investigation of human trafficking financial flows by financial service providers. The roundtable, gathering 74 representatives (34 women; 40 men) from 12 participating States, resulted in the production of a Joint Statement on the Critical Role of the Financial Sector in Combating Trafficking in Human Beings and Modern-day Slavery<sup>9</sup>, issued by the three partner organizations and joined by ten other organizations and experts.

In 2021, the OSR/CTHB conducted country visits to Bulgaria (22-24 June) and France (28 June - 2 July), as well as official visits to Bosnia and Herzegovina, Liechtenstein, Serbia, Spain, Sweden, the United Kingdom, and the United States. Through consultations with government authorities, parliamentarians, law enforcement agencies, judiciary and CS, these visits enabled the Special Representative to highlight

the anti-trafficking agenda at the highest levels of government, identify good practices, share knowledge and lessons learned with participating States, as well as to provide technical assistance when appropriate.

During 2021, the OSR/CTHB supported the Inter-Agency Coordination Group against Trafficking in Persons (ICAT), in developing a number of issue brief papers, including on *Trafficking in Persons for the Purpose of Organ Removal*<sup>10</sup>. The issue briefs, which represent the collective output of ICAT's 27 entities, provide recommendations for States and practitioners on how to tackle particularly challenging issues related to THB.

## OSR/CTHB – Police-Related Activities 2021



<sup>9</sup> <https://www.osce.org/secretariat/506566>

<sup>10</sup> [https://icat.un.org/sites/g/files/tmzbd1461/files/publications/icat\\_brief\\_tip\\_for\\_final.pdf](https://icat.un.org/sites/g/files/tmzbd1461/files/publications/icat_brief_tip_for_final.pdf)

# Police-Related Activities of Field Operations





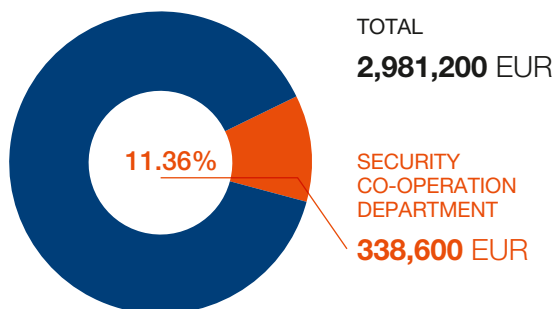
# 4.1 Presence in Albania

## Introduction

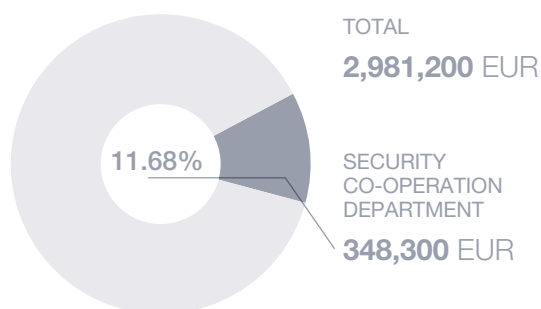
The OSCE Presence in Albania (the Presence) was established in 1997 with a mandate to promote democratization, the rule of law, and human rights, as well as to consolidate democratic institutions in line with OSCE principles, standards and commitments. The Presence’s activities focus on the following key priority areas: combating human trafficking; democratization; elections; good governance; gender equality; human rights; media freedom and development; policing; border management; rule of law; youth safety and security; counter-terrorism and reform and co-operation in the security sector.

## BUDGET (UB)\*

2021

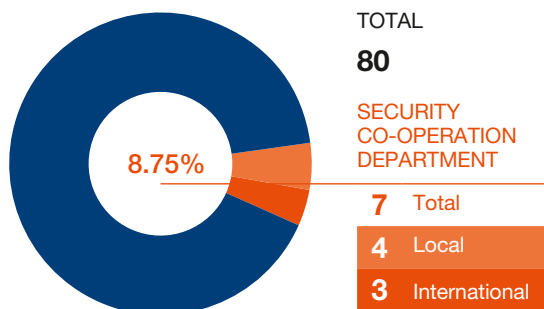


2020

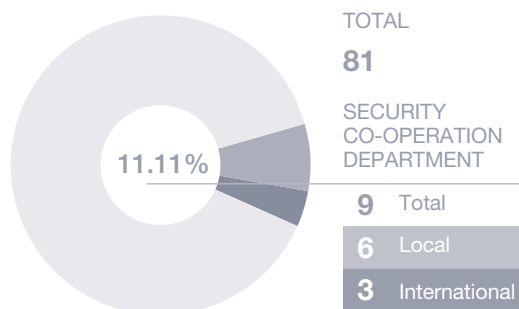


## STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Presence in Albania.

In 2021, the Presence continued to support the Albanian law enforcement agencies in the fight against transnational threats and organized crime, welcoming the adoption of new strategies and action plans that will guide the Presence's work in the future, such as the new *Strategy against Organized Crime and Serious Crimes 2021-2025* and corresponding *Action Plan*. In 2021, also a new *Community Safety Strategy (2021-2026)* was adopted, and the Presence supported further operationalizing Local Safety Councils (LSCs) throughout the host country. Finally, the new *Cross-cutting Strategy for the Integrated Border Management 2021-2027* was approved by the Council of Ministers and the new Law on Foreigners was adopted by the Albanian Parliament.

The Presence continued to support state and non-state actors in strengthening a multi-agency co-operation at central and local levels to address safety and security matters through a comprehensive approach. Jointly with the National Coordination Centre on Countering Violent Extremism (CVE), the Presence supported regional co-operation and dialogue in the field of VERLT, bringing gender dynamics to the forefront. In collaboration with CPC and the Austrian Federal Ministry of Defence (MoD), the Presence brought together security and CS representatives to jointly reflect on main principles of security sector governance, including partnership and inclusiveness, thus giving an impetus for more active CS engagement on security matters.

## Activities Related to General Police Development and Reform

### Police Development and Reform

To support the growing needs of the Albanian State Police (ASP) in terms of distant learning due to the COVID-19 pandemic, in 2021 the Presence continued its support to establish an e-learning platform for the ASP. The Presence supported the establishment of a WG for setting up an e-learning platform at the Security Academy (SA), followed by the acquisition of a Zoom license for the SA and the ASP to allow efficient work of the WG. Furthermore, to familiarize the members of the WG with the key characteristics and benefits of the Learning Management System (LMS), on 11 and 12 November, the Presence organized a visit to the Police Training Centre in Skopje for four experts (1 woman; 3 men) from the SA and the ASP.

On 22 and 23 November, in co-ordination with the CPC and the Austrian Federal MoD, the Presence organized a two-day workshop on strengthening effective security sector governance through partnerships between security institutions and CS. The event brought together 23 representatives (10 women; 13 men) from Albanian state security institutions, CS, and the media. Participants discussed challenges and opportunities for co-operation between state security institutions, such as the Police, the Mol and the MoD with the media and the CS, including women and youth CSOs. The recommendations from the workshop will serve as a basis to further strengthen partnerships between state security institutions and CS as to ensure an accountable, effective and inclusive security sector,

which takes into account the respect for human rights, adheres to the rule of law and promotes gender equality.

### Gender Mainstreaming

On 23 March, the Presence took part in an online workshop titled Gender Mainstreaming in Human Resources Departments of Border and Law Enforcement Agencies, organized by TNTD/BSMU. The Albanian Border Focal Point, as well as, the Police Gender Focal Point (women) also attended the event. That brought together 98 participants (87 women; 11 men) from border and customs agencies of OSCE participating States and Mediterranean Partners for Co-operation. Participants highlighted the importance of leadership's engagement and the need to create appropriate gender-inclusive conditions for men and women to work in law enforcement.

On 27 July, the Presence attended the webinar on the role of men in promoting gender equality in border and law enforcement agencies, organized by TNTD/BSMU, where the Presence facilitated the participation of two representatives (women) from the ASP.

On 18 October, the Presence also attended the meeting of the Border Gender Focal Points held in Vienna in a blended format, supporting the in-person participation of two representatives (1 woman; 1 man) from the ASP to the event. The meeting, gathering representatives from border agencies of OSCE participating States and Mediterranean Partners for Co-operation and organized jointly by TNTD/BSMU and the OSG/Gender Issues Programme, aimed to foster communication and

build valuable contacts among border and law enforcement officers engaged in gender mainstreaming in border security and management across the OSCE. The event also served to launch the needs assessment of border services in the participating States and Mediterranean Partners for Co-operation, within the framework of the Gender Issues Programme's WIN project, with the aim to build confidence and competence among the members of the Gender Equality Platform.

## Community Policing, Police–Public Relations and Crime Prevention

### *Local Safety Councils*

The establishment of LSCs in Albania, as co-ordinating mechanisms for matters of security at the local level, presents the opportunity for local institutions to co-ordinate their efforts more effectively in emergencies.

On 4 March, the Presence organized an online meeting to present the findings of the evaluation report conducted during 2020 on LSCs in six targeted municipalities. Participants included 75 stakeholders (44 women; 31 men) from central and local level, including the Presence, the Mol, municipalities, the National Self-Governance Agency, the National Co-ordination Centre on CVE, Regional Police Directorates, the CS, youth associations and the media. The report, prepared by a national external expert (man), assessed the functionality and effectiveness of LSCs in the municipalities of Cërrik, Elbasan, Librazhd, Lushnja, Puka and Vlora, and offered recommendations. According to the report, the Councils need to better regulate their work, guarantee a high level of engagement, and increase response to crisis management and other public safety challenges, while developing tools to monitor their action plans and explore ways to increase the public's support to local security.

In July, in the framework of the Presence's efforts to enhance multi-agency co-operation on security matters at central and local levels, the Presence implemented a two-day training course for members of Berat LSC. A total of 25 participants (15 women; 10 men) from the Municipality of Berat, the Regional Police Directorate, the Municipality Police, the Prefecture, the Prosecution Office, the Regional Education Directorate, health services, the Firefighter's Department, and youth representatives, benefited from the training course. The course aimed at increasing the capacities of local LSC stakeholders, their role in addressing security issues through a multi-agency co-operation approach, as well as to draft and implement security action plans. It focused on (i) exploring the best practices of inter-agency co-operation to face security challenges, (ii) LSCs' model in Albania, (iii) mul-

ti-agency co-operation, (iv) SWOT analysis to assess local security situations, (v) methods and skills necessary to develop local security action plans, (vi) police–public partnership, (vii) partnerships between citizens and public institutions, and (viii) LSCs' role in crisis management.

On 14 September, the Presence supported the Shkodra Municipality with the organization a roundtable discussion aimed at establishing LSC in Shkodra. An expert from the Presence presented the LSC concept and the findings of the LSC evaluation report to the roundtable, which was attended by the city mayor as well as 21 representatives (4 women; 17 men) of the ASP, the Prefect's Office, the National Civil Protection Agency, healthcare services, the CS, youth associations, and religious communities. Focused on the national security and public safety situation in Shkodra, the discussion aimed at showing how a LSC can improve the security environment in the city and was concluded with the participants proposing a roadmap for the establishment and operationalization of the LSC.

### *Youth and Security*

In June and November, jointly with the municipalities of Berat and Korça, the Regional Education Directorates, and the New Bridges NGO, the Presence organized two two-day workshops for 50 young people (32 girls; 18 boys) in the respective municipalities. The workshops aimed at increasing their capacities to identify and address security challenges in their communities, by enhancing co-operation between the community and local institutions. The discussions focused on (i) new security challenges to youth, (ii) different forms of violence in young people's everyday life, (iii) increasing resilience among youth local communities, (iv) domestic violence and gender-based violence, (v) mediation and conflict resolution skills, (vi) violent extremism and radicalization among youth, (vii) the role of youth and its engagement in LSCs, and (viii) stereotypes in societies and local communities and how to address them. The active involvement of participants was appreciated and encouraged by LSC members, highlighting the importance of including youth to promote co-operation and co-ordination between institutions and the community and to improve safety and security in their communities.

### *Role of the Prefect Institution in Safety and Security*

On 16 September, jointly with the Mol, the Presence hosted a roundtable discussion with the country's Prefects. Co-chaired by the Head of Presence and the Deputy Minister of Interior, the meeting was the first of its kind, gathering Prefects and an international organization in Albania to discuss its role and function. A total of 27 participants (11 women; 16 men), consisting of Prefects, representatives of the Mol, the



MoD, the Association of Local Autonomy, and the Embassy of Switzerland in Albania, delivered presentations on the role of Prefects in matters of safety and security, the institutional evolution of the Prefect's institution in Albania, the main challenges faced in performing Prefect duties and the level of co-operation with regional and local actors. The presentations were followed by active discussions and suggestions about the further improvement of the Prefects' role in addressing security challenges in the regions.

## Gender-based Violence

On 31 August, the Presence organized an awareness-raising session on domestic violence for LSC members in Berat. Some 18 participants (14 women; 4 men), among whom were representatives of State and non-State institutions, assessed the current gender-based violence situation in the municipality, discussing how this phenomenon can be addressed from a whole of society approach. The suggestions identified were included in the *Security Action Plan (2021-2022)* designed by the LSC with the support of the national expert.

On 1 December, an art exhibition focusing on prevention of gender-based violence was launched at the Nikolet Vasia Visual Art Gallery, in Durrës. Jointly with the Durrës Municipality and the Aleksandër Moisiu Cultural Centre, the Presence organized the exhibition featuring the art works of 14 local painters (5 women; 9 men). The event took place in the framework of the 16 Days of Activism against Gender-Based Violence campaign, the International Day for the Elimination of Violence against Women as well as the Human Rights Day. The Presence is actively supporting these campaigns and is firmly committed to combating all forms of violence against women.

On 2 December, with the support of the Municipality and Public Library of Durrës, the Presence conducted a workshop on women's security awareness for 25 girls and women in Durrës. The workshop aimed at addressing security concerns and threats, particularly related to gender.

## Public Order and Crisis Management

From 26 January until 12 February, in the run-up to the general elections, in close co-operation with the ASP, the Central Election Commission (CEC) and the GPO, the Presence organized a series of training courses on the role of the police in the electoral process for over 6,000 police officers across Albania. Some 150 senior police managers and 170 trainers (11 women; 309 men) of the ASP were trained on the role and responsibilities of the police during elections. In addition,

about 700 police officers from the Criminal Police Department and 14 spokespersons from all regional police directorates were trained on tasks related to electoral crimes and their investigation. The Presence also printed 5,500 election booklets, which were distributed to all police officers who were engaged with election duties. These informative publications focused on the role of police, duties and responsibilities during elections, CEC's instruction on the role of police, criminal offences related to elections, best international practice and ODIHR recommendations.

From 6 to 10 December, in co-operation with the SA, the Presence delivered a five-day ToT course on crisis management in Tirana. Some 14 representatives (2 women; 12 men) from the ASP, the SA, and the Firefighter's Department participated in the training, which aimed at creating a pool of experts to deliver capacity-building activities for police officers on crisis management. During the training, curricula and a training package were developed, which will be part of the SA's training program on crisis management.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

On 6 May, the Presence organized a one-day cross-departmental training course in Tirana for investigators from the National Bureau of Investigation (NBI) on the topics of corruption, data protection, experiences from special public prosecutor's offices of the region, and gender mainstreaming. During the training course, conducted in the framework of the Phase I of the International Criminal Investigative Training Assistance (ICITAP) training programme, four international and national experts (3 women; 1 man) trained 28 investigators (8 women; 20 men).

On 1 June, the Presence supported and co-ordinated the online participation of two members (1 woman; 1 man) of the ASP's Unit for Investigation of Economic and Financial Crimes at the 2021 OSCE-wide Conference on Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors entitled *Addressing Trafficking in Drugs and Organized Crime by Following the Money*, which took place in Vienna in a blended format. The conference provided a platform for experts from the OSCE participating States, its Partners for Co-operation and executive structures, including field operations, as well as international organizations, to discuss challenges posed by illicit drug trafficking and its linkages with other forms of organized crime, as well as to identify proposals to address

these threats. The Albanian delegation presented in one of the sessions on illicit drugs and financial investigation in Albania.

From 14 to 18 June, the Presence provided support to the organization of the OSINT online course for 12 members (7 women; 5 men) from the ASP and the Albanian Financial Intelligence Unit (AFIU) led by two international experts (men). The event was organized jointly by TNTD/SPMU and OCEEA in the framework of the ExB project on asset recovery in South-Eastern Europe aimed at enhancing knowledge and skills of Albanian law enforcement to combat financial crime and money laundering stemming from criminal activities.

On 23 June, the Presence supported TNTD/SPMU in the organization of a regional workshop on ILP. The event, held online, gathered 20 participants (3 women; 17 men), among whom were high- and middle-level law enforcement managers and officials responsible for ILP programmes from South-Eastern Europe, as well as representatives from the OSCE field operations in the region, experts from TNTD/SPMU and other regional organizations supporting the ILP implementation. The workshop provided participants with a regional overview regarding the status of the ILP implementation and served as an interactive platform for an exchange of good practices and ideas, thus increasing synergies between the implementation approaches. The Presence also delivered opening remarks during the opening session and facilitated the participation of three members of the ASP.

On 29 and 30 July, and from 11 to 15 October, in the framework of TNTD/SPMU's ExB project on ILP, the Presence facilitated and co-ordinated the participation of three members (2 women; 1 man) of the ASP in an advanced training course on iBase and Analyst's Notebook software. The events aimed at strengthening the analytical skills and knowledge of Albanian law enforcement. To tailor these trainings to the needs of the ASP the Presence disseminated a *Needs Assessment Questionnaire for Intelligence Led Policing* prepared by the ExB project team to gather information about the capacities of Albanian law enforcement agencies in the implementation of the ILP model.

From 7 to 9 September, the Presence organized an advanced training programme on complex international/joint investigations on illicit drug trafficking for 15 officers (3 women; 12 men) of the ASP's Anti-Drug Units and the SA. The training course, which took place at the SA in Tirana, aimed at enhancing the ASP's capacities to dismantle organized criminal groups specialized in illicit drug trafficking and to communicate and co-operate with partner law enforcement agencies when conducting complex international/joint investigations. Six international experts (men) from the United States Drug Enforcement Administration (DEA), Europol, the Nordic Po-

lice Liaison Office for Albania and Kosovo<sup>11</sup>, the Croatian Police, and the Southeast European Law Enforcement Center (SELEC) showcased to participants case scenarios of complex international investigations on organized criminal groups involved in illicit drug trafficking.

From 5 to 8 October, the Presence organized an advanced training programme on crime analysis, in Durrës. The course was tailored to the needs of the ASP's Crime Information Analysis Units and the AFIU. A total of 14 officers (7 women; 7 men) took part in the training programme, led by a Canadian expert (woman). The training course aimed at enhancing the participants' skills to use the new efficient global analytical concepts and approaches to crime analysis, which, if implemented successfully, result in higher quality analysis.

From 1 to 3 December, jointly with the Special Prosecution Office against Corruption and Organized Crime (SPAK) of Albania, the OSCE Mission in Skopje and the Austrian Embassy in Tirana, the Presence organized a three-day training course on special investigative techniques. The course, held in Tirana, gathered 15 members (3 women; 12 men) of the Special Operational Forces of the ASP, the SA and the General Directorate of Customs. The training course, led by three international and national experts (men), aimed at strengthening the capacities of the law enforcement in the use of special investigative techniques in the fight against organized crime to trace, seize, and confiscate assets generated from criminal activities.

From 9 to 10 December, in the framework of TNTD/SPMU's ExB project on ILP, the Presence provided support to the organization of a training course on ILP targeting Albanian law enforcement managers. The Presence liaised with the ASP and co-ordinated the participation of 46 high level managers (2 women; 44 men) from ASP's central and local directorates. The course, led by an international law enforcement expert (man), aimed at enhancing the effectiveness and efficiency of the law enforcement in Albania by presenting international good practices in implementing the ILP model.

### **Small Arms and Light Weapons**

On 5 October, within the framework of the ExB project Assisting the National Authorities of the Republic of Albania to Decrease the Risk of Weapon Proliferation and Misuse of SALW, the Head of the Presence and the Deputy Minister of Interior signed a Memorandum of Understanding (MoU). Under the co-ordination of the Forum for Co-operation at the Conflict Prevention Centre (CPC/FSC), the project is being

<sup>11</sup> All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution (UNSCR) 1244.

implemented in Western Balkans with the support from the OSCE field operations in the region.

## Cross-Border Co-operation in Criminal Matters

In 2021, the Presence supported the Border and Migration Police (BMP) with the production of 8000 awareness raising leaflets in Albanian and English languages, which informed the tourists about the rules on health and security in the beaches.

In 2021, eight regional cross-border meetings were conducted as planned, gathering a total of 161 participants (27 women; 134 men). The meetings are part of the Presence's support of the Joint Cross-border Cooperation Mechanism, which brings to the table the regional Border Police Directorates of Albania and its neighbours to share and discuss issues and experiences related to irregular migration, information exchange, border management, joint patrolling and measures related to the COVID-19 pandemic.

On 19 and 20 May, the Presence facilitated a training course for Border Police officers on identification of imposters, organized by TNTD/BSMU. Five representatives (2 women; 3 men) from the BMP and one representative from the Albanian National Border Focal Point (woman) attended the workshop.

From 27 September to 1 October, the Presence supported an in-person training course on forged documents, organized jointly with TNTD/BSMU. Two trainers (men) from the Austrian Federal Mol delivered the training course to 15 Albanian Border Police officers (3 women; 12 men) from the regional Border Police Directorates throughout the country.

## Counter-Terrorism and P/C VERLT

On 5 July, jointly with the National Coordination Center on CVE, the Presence organized a cross-border meeting for officials from Albania and North Macedonia to discuss co-operation against violent extremism. The event, held in Pogradec, was attended by 24 participants (7 women; 17 men), including CVE co-ordinators from both countries, representatives of local governments, police and religious communities, as well as representatives from the OSCE Mission in Skopje and the Presence. Participants discussed the current level of co-operation between the two countries in the field of violent extremism and the benefits of a multi-agency approach with active engagement of youth and women. They also shared the main challenges of working on the prevention of violent extremism and their experiences with reintegration approaches for citizens repatriated from conflict zones.



**Albanian Border Police officers during a training course on the identification of forged documents, Tirana, 27 September – 1 October 2021.**

[Presence in Albania/Mira Xhamallati](#)

From 8 to 11 September, the Presence supported a training course in the framework of TNTD/ATU's and UNODC's multi-year programme on CFT. The course, held in Pogradec, gathered 21 participants (7 women; 14 men) from the ASP, State Intelligence Service, and the AFIU. Two international (men) and five national trainers (3 women; 2 men) delivered the course, which covered the topics of disruption cycle-understanding and analysis, functional analysis and vulnerability analysis, disruption planning audit process, and predictive analysis. An additional purpose of the training was to establish a network of experts from different national agencies and foster collaboration in the field of CFT.

On 14 October, jointly with the National Coordination Center on CVE, the Presence organized a regional conference on the role of women in countering violent extremism in the Western Balkans. The conference, held in a blended format, brought together 64 participants (49 women; 15 men), CVE co-ordinators, relevant women organizations, and professionals and policy makers from Albania, Austria, Italy, Montenegro, North Macedonia, and the United Kingdom. Participants from Kosovo also attended. The Conference allowed regional actors to discuss the gender dynamics in violent extremism and radicalization in the region with the overall aim to create better and more gender-sensitive responses to VERLT.

## Cybercrime and Cyber/ICT Security

On 29 June, in support of the country's efforts in the fight against cybercrime, the Presence organized a workshop on the prevention and investigation of cybercrimes. The event, held in Tirana in a blended format, gathered 35 participants

(6 women; 29 men), among whom the Head of the Presence, the Deputy Minister of Interior, representatives from the ASP, the SA, the National Authority for Electronic Certification and Cyber Security, the Directorate for the Security of Classified Information, the State Intelligence Service, and representatives of regional law enforcement agencies from Croatia, Kosovo, North Macedonia as well as Europol, diplomatic missions in Albania, and OSCE field operations in the region. The main objective of the workshop was to discuss the latest developments in the prevention of cybercrime, to share best practices on national policies tackling cybercrime and improve international co-operation in investigation of cybercrime cases. The workshop also allowed for an exchange of practices among law enforcement agencies in the region and provided a forum for police liaison officers accredited in Tirana to present their work in facilitating investigations of cybercrime cases initiated by their respective authorities.

### Border Security and Management/ Customs

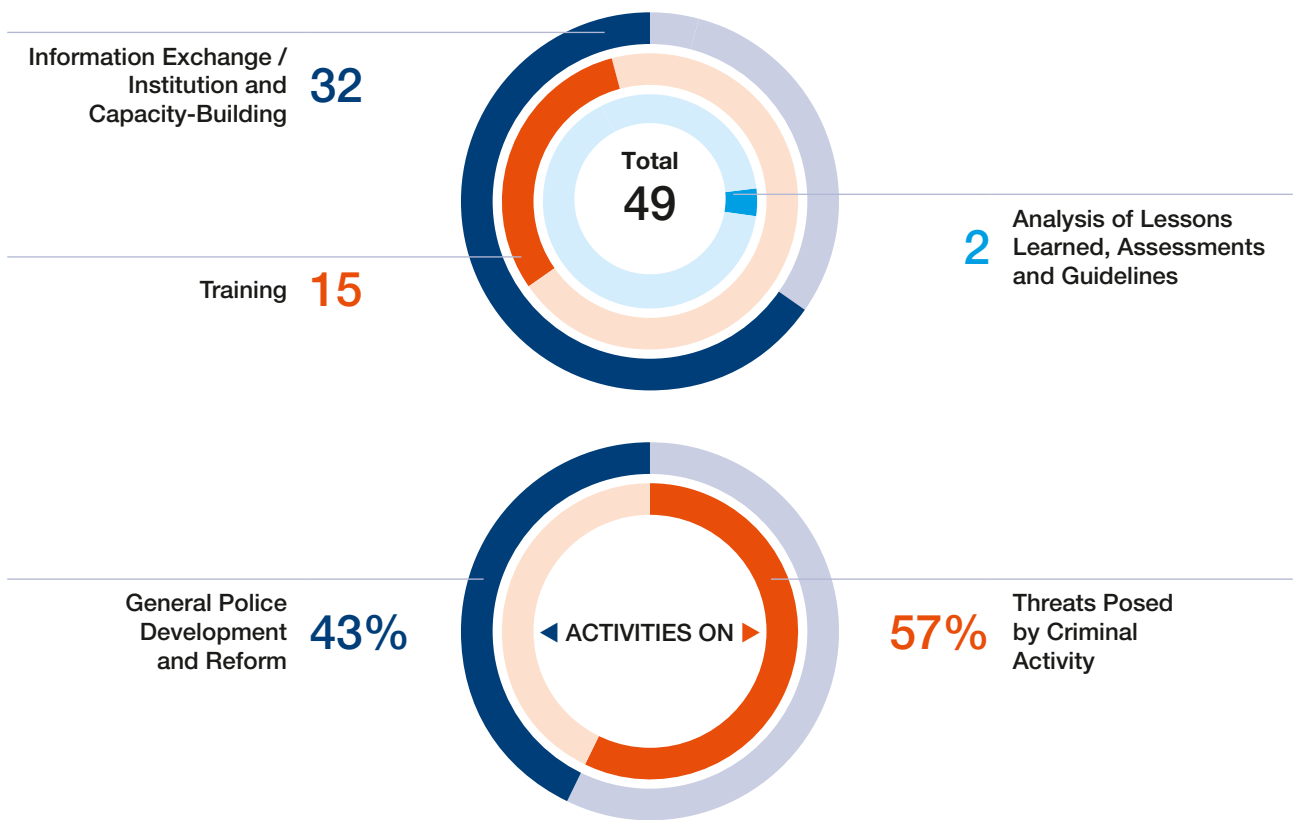
On 2 and 3 November, to support the newly launched Regional Anti-Corruption Platform for Internal Oversight of Border Police

Agencies from Western Balkans, Ukraine and Moldova, the Presence facilitated the participation of the Albanian members of the platform, representing the Service for Internal Control and Complaints of the Mol and the customs administration, to the Annual Meeting of the OSCE-supported Regional Anti-Corruption Platform organized by TNTD/BSMU, in Vienna.

On 16 June, the Presence donated ICT equipment to the Albanian BMP. The donation includes 12 laptops, 11 multimedia projectors, eight multi-functional printers and 11 projection screens, which were distributed among seven Regional Directorates of the BMP and three Border Police Commissariats to enhance the training capacities of the police.

In 2021, in response to the challenges of irregular migration in the region, periodic co-ordination meetings have taken place between Albanian institutions, the Presence, UN High Commissioner for Refugees (UNHCR), IOM and other relevant organizations. In particular, jointly with UNHCR, the Presence has supported the Albanian Government to revise the procedures for the treatment of irregular migrants in order to enable an approach integrating law enforcement with social protection.

## Presence in Albania – Police-Related Activities 2021



## 4.2 Mission to Bosnia and Herzegovina

### Introduction

The OSCE Mission to Bosnia and Herzegovina (the Mission) remained highly engaged in several police-related activities in 2021, despite the lack of a specific programme or unit dedicated to police matters. The Mission’s comprehensive support to the security sector aims at enhancing the capacities of law enforcement agencies and police officials, as well as at fostering inter-agency co-operation and multi-sectoral partnership. Law enforcement representatives actively took part, contributed and benefited from activities and efforts aimed to enhance their operations.

### BUDGET (UB)\*: N/A\*\*

2021



TOTAL  
**11,682,000** EUR

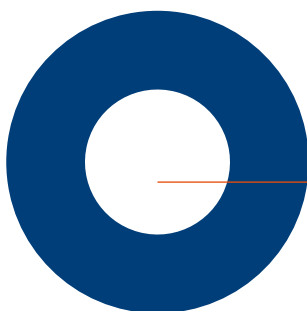
2020



TOTAL  
**11,682,000** EUR

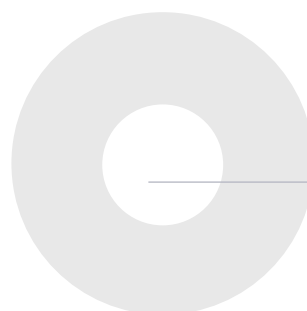
### STAFF\*

2021



**314.5** Total  
**280.5** Local  
**34** International

2020



**314.5** Total  
**280.5** Local  
**34** International

\* Figures on budget and staff provided by the OSCE Mission to Bosnia and Herzegovina.  
\*\* The Mission does not have a separate Department on Police-Related Activities.

**Key priority areas in supporting police modernization continue to be preventing and combating terrorism and VERLT, control of SALW, border security, THB, corruption, hate crimes, and domestic violence. Consistent with OSCE and international standards, the Mission also assisted law enforcement agencies and institutions in improving cyber security, promoting gender equality, gender mainstreaming, and ethnic diversity, and ensuring freedom of assembly.**

## Activities Related to General Police Development and Reform

### Police Development and Reform

In 2021, owing to close collaboration with the Mission and TNTD/SPMU, the Republika Srpska Mol Administration for Police Training officially joined and registered as a new member of the OSCE's PAN. The Republika Srpska Mol Police Academy, within the Administration for Police Training, is among the most important police training institutions in Bosnia and Herzegovina. Furthermore, a regular procedure for dissemination of invitations for training and education events by the TNTD/SPMU to relevant organizational structures of the Republika Srpska Mol has been agreed with its International Co-operation Department. Apart from the direct benefit to the Republika Srpska Mol and its training structures, this development will strengthen the impact of future Mission engagements in police-related activities as well as for wider OSCE undertakings in Bosnia and Herzegovina.

Throughout 2021, the Mission participated in a series of consultations concerning the amendments to the Law on the Brčko District (BD) Police adopted in late 2020. The amended provisions contravened the essential principles of independence, transparency, and merit-based appointment proceedings of key managerial positions in the BD Police by bypassing recruitment procedures through the independent police board. The Mission contributed to advocacy efforts that resulted in the repeal of the problematic amendments by the BD Assembly in April 2021. Moreover, this effectively illustrates the value of a co-ordinated approach by international actors in providing sustained support to the independence and integrity of law enforcement system and functions at all levels of authority in Bosnia and Herzegovina.

In 2021, the Mission finalized and registered a five-year ExB project aimed at bolstering the effectiveness of law enforcement in Bosnia and Herzegovina to combat serious crimes and threats to security by further improving an ILP approach to policing. The project will help systemically develop and standardize an ILP model in police agencies, promote and develop coherent policies, guidelines and structures, provide

IT equipment and enhance coherence, develop stronger co-ordination and information exchange mechanisms, and support overall training capacity skills at all organizational levels.<sup>12</sup> As a modern approach to law enforcement, ILP prompted law enforcement agencies to expand the intelligence-led proactive methodology used to address serious and organized crime to all areas of police management. ILP will help highly fragmented and decentralized law enforcement agencies in Bosnia and Herzegovina to strengthen their organization and human resources to tackle serious security threats more effectively. This would also improve the quality of operational co-operation with INTERPOL, Europol, and foreign law enforcement agencies, and thus contribute to successful international investigations and police operations. The Mission has prepared and conducted several fundraising activities to secure resources for the project.

On 11 March, the Mission organized and delivered a training course on freedom of expression and co-operation between police and the media for 140 police cadets attending the Republika Srpska Police Academy in Banja Luka (9 women; 131 men). The training course covered international human rights standards in the field of freedom of expression, media freedoms and the *OSCE Guidelines for Co-operation between Media and Police*.<sup>13</sup>

On 6 and 8 April, the Mission delivered online introductory courses for cadets at the Republika Srpska Police Academy on the use of ILP and criminal intelligence in police operations. Two groups of 150 police cadets (10 women; 140 men) improved their understanding of the criminal intelligence cycle, from initial collection of information, its analysis, and subsequent lawful use for crime prevention and investigation. The Mission also presented the essential features of ILP as a modern, proactive concept of police management and strategic response to the emerging threats to security and serious crime.

In August 2021, the Mission supported the organization of the annual Police Summer School in BD, dedicated to the topic of youth and security. Amongst other topics covered

<sup>12</sup> The project was developed based on the findings and recommendations of the corresponding ILP needs assessment conducted in 2019.

<sup>13</sup> Publication available at: <https://www.osce.org/mission-to-bosnia-and-herzegovina/483731>

during the three-day event, the Mission presented on freedom of peaceful assembly and freedom of expression for 39 participants (23 women; 16 men).

On 14 September, the Mission delivered a training course for 25 senior police officials (3 women; 22 men) in BD on the implementation of the new BD Law on Peaceful Assembly. The training course focused on practical aspects of the international human rights standards in the field of freedom of peaceful assembly and best practices identified in the OSCE area.

On 2 December, the Mission supported a training activity for 15 police officials and local media representatives (3 women; 12 men) on the revised *OSCE Guidelines for Co-operation between Media and Police*. The event focused on practical aspects and situations where journalists and police interact, and concluded with an agreement to produce pocket-size editions of the Guidelines for easy reference in fieldwork.

Throughout 2021, the Mission co-operated with the MoI in Canton 10 and Canton Sarajevo in developing the new laws on peaceful assemblies by participating in meetings of the WGs that prepared the drafts as well as by providing comments to the drafts. It is expected that both laws will be adopted in 2022.

## Gender Mainstreaming

In 2021, the Mission's Gender and Youth Unit supported the role and visibility of the Bosnia and Herzegovina Association Network of Women Police Officers by co-organizing a series of events. This includes a general gender-training course for women police officials of the Sarajevo Canton MoI, attended by 28 women, the annual assembly of the association, and a training course for enrolment in peacekeeping missions, both attended by 26 women police officers. The Mission also supported an annual assembly meeting of the Republika Srpska Association Network of Women Police Officers that gathered 30 members (women).

In the course of marking the 16 Days of Activism against Gender-based violence and the White Ribbon Campaign, the Mission agreed with the management of the Republika Srpska MoI Police Academy to share white ribbons amongst staff and cadets. The Academy organized a lecture on the importance of the campaign and distributed pinned white ribbons to about 400 cadets and academy staff (40 women; 360 men).

## Gender-based Violence

On 23 and 25 March, the Mission delivered two online lectures to 346 cadets (24 women; 322 men) of the Republika Srpska MoI Police Academy. The lectures focused on the police competencies and duties envisaged by the Republika Srpska Law on Protection from Domestic Violence.

On 30 November and 1 December, during the UN's 16 Days of Activism against Gender-Based Violence campaign, the Mission hosted a workshop on victim-centric approaches to prosecuting domestic violence. Some 36 participants (26 women; 9 men), among whom were law enforcement and justice sector representatives, and social welfare actors, engaged in structured and open discussions, during which they addressed issues that arise when responding to reports of domestic violence. They also took part in a practical exercise that helped sensitize them to the needs and experiences of victims and survivors. Participants also began identifying possible interventions to improve responses to domestic violence. Potential entry points include multi-sectoral co-operation, case law harmonisation, social reintegration, psychosocial support for perpetrators, psychologists in basic/municipal courts, compensation for victims and survivors, and the collection of material evidence.

## Hate Crime

In October, the newly appointed National Point of Contact for Hate Crimes (NPoCHC) submitted a 2020 report<sup>14</sup> on hate crimes and bias-motivated incidents to be included in *OSCE/ODIHR 2020 Annual Hate Crimes Report*. As previously reported, the Bosnia and Herzegovina MoD appointed the NPoCHC following the Mission's successful advocacy in 2020. Noting the need for improved quality of the data, the submission of the report promotes the recording and case-tracking system of incidents.

On 23 February, the Mission organized an event for police officials and prosecutors in Canton Sarajevo on hate crimes and incitement to hatred. The event, gathering 20 participants (6 women; 14 men), contributed to building capacity of police and prosecution to investigate and prosecute hate crimes cases.

On 30 March and 1 April, the Mission delivered online introductory presentations for two groups of 150 police cadets (10 women; 140 men) of the Republika Srpska MoI Police Academy as part of their training curriculum.

<sup>14</sup> Available at: <https://hatecrime.osce.org/bosnia-and-herzegovina>

On 28 May, the Mission participated in a blended event and presented its monitoring findings in relation to bias-motivated incidents against the LGBTI<sup>15</sup> community in Bosnia and Herzegovina. The workshop was organized within the project on improving efficiency of courts and prosecutors' offices in Bosnia and Herzegovina<sup>16</sup> and the Sarajevo Open Centre, an LGBTI NGO, gathering 41 participants (31 women; 10 men) from the judiciary, police and CS.

On 3 December, in co-operation with the Republika Srpska Judicial and Prosecutorial Training Centre and the BD Judicial Commission, the Mission co-organized a seminar for police officials and prosecutors on hate crimes and incitement to hatred. Police officials from the BD Police and Republika Srpska Mol of Brčko District in Bosnia and Herzegovina as well as prosecutors from the Bijeljina District Prosecutor's Office and the BD Prosecutor's Office attended the event (5 women; 10 men).

On 23 November, the Mission supported a delivery of the Annual Regional Hate Crimes Conference, held in a blended format, gathering field operations' staff and stakeholders from South-Eastern Europe. The conference focused on the victims of hate crimes, and addressed different aspects of their protection and support. Some 70 representatives (38 women; 32 men) from the police, judiciary and CS attended the event.

The awareness-raising activities in 2021 continued to focus on developing resources for sharing knowledge and raising awareness. To address the low number and quality of reports on bias-motivated incidents and hate crimes, on 4 March, the Mission officially launched and widely distributed a *Report Hate Crimes Leaflet*<sup>17</sup> both online and in the print form. The leaflet provides definitions of incidents, explains impact on the victims and provides guidance on ways to report incidents to the police. The NPoCHC and the Ministry of Security (MoS) supported the launch and distribution of the leaflet as a unique awareness-raising tool in Bosnia and Herzegovina. To complement the leaflet, the Mission also developed a pocket-size booklet entailing indicators for identification of bias-motivated incidents that will be shared with police and other stakeholders.

<sup>15</sup> Lesbian, gay, bisexual, transgender and intersex.

<sup>16</sup> This project is implemented by BiH High Judicial and Prosecutorial Council (HJPC).

<sup>17</sup> Available at: <https://www.osce.org/mission-to-bosnia-and-herzegovina/480125>

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

#### *Small Arms and Light Weapons*

In 2021, the Mission supported the development of the *2021-2024 BiH SALW Control Strategy* and the corresponding *Action Plan*, adopted in February by the Bosnia and Herzegovina Council of Ministers (CoM). During the same month, the Mission also assisted the Bosnia and Herzegovina MoS with the organization of a meeting of the BiH SALW Co-ordination Board. The event promoted Una-Sana Canton's good practice development of the Law on Firearms to advance harmonization with the *UN Firearms Protocol* and the *EU Firearms Directives*<sup>18</sup> in the other Federation of Bosnia and Herzegovina cantons.

In May, the Mission organized and delivered a training course for the Republika Srpska Mol K9 Unit on detection of SALW and explosives. Seven police officials (men) learned about the structure, capacity and plans for detecting firearms and explosives by the K9 Unit.

On 28 October, the Mission supported the organization of a regular meeting of the BiH SALW Co-ordination Board, gathering representatives of the Bosnia and Herzegovina MoS, State law enforcement agencies and cantonal Mols (11 women; 31 men). The meeting focused on the implementation of the BiH SALW Control Strategy, including the process of harmonization of cantonal laws on firearms. The Mission also took the opportunity to present a draft gender-monitoring framework aimed to monitor and evaluate gender aspects of SALW projects in Bosnia and Herzegovina.

As part of implementation of the BiH SALW Control Strategy and the *Roadmap for a Sustainable Solution to the Illegal Possession, Misuse and Trafficking of SALW and their Ammunition in the Western Balkans by 2024*, the Mission has begun implementing the ExB project Addressing security and safety risks of illegal possession, misuse and trafficking of SALW and their ammunition in Bosnia and Herzegovina. The project is focused on five priority areas: (i) improving SALW and ammunition storage capacity of law enforcement agencies; (ii) increasing institutional awareness on SALW control; (iii) strengthening K9 capabilities of law enforcement

<sup>18</sup> Council Directive 91/477/EEC of 18 June 1991 on control of the acquisition and possession of weapons; Directive 2008/51/EC of the European Parliament and of the Council of 21 May 2008 amending Council Directive 91/477/EEC on control of the acquisition and possession of weapons; Directive (EU) 2017/853 of the European Parliament and of the Council of 17 May 2017 amending Council Directive 91/477/EEC on control of the acquisition and possession of weapons.



agencies for detecting SALW; (iv) developing modalities for case tracking system of SALW; and (v) improving legislative and regulatory framework on SALW deactivation.

## Counter-Terrorism and P/C VERLT

In May, the Bosnia and Herzegovina CoM established a WG for drafting the proposals of the *2021-2026 BiH Strategy for Preventing and Combating Terrorism* (CT Strategy) and its *Action Plan*. The WG consists of security and non-security actors, as well as CS, in line with whole-of-government and whole-of-society approaches to P/C VERLT. Following the request of the Bosnia and Herzegovina MoS, the Mission supported the development of draft materials for the Strategy, particularly focusing on development of the methodology, prevention measures, clear and tangible objectives, as well as impact and performance indicators. Due to political blockage, the WG did not meet until November 2021.

On 7 and 8 July, the Mission organized a roundtable jointly with the Bosnia and Herzegovina MoS, on countering the financing of terrorism pertaining to the non-profit sector, to support the implementation of the Financial Action Task Force (FATF) recommendation 8. The event gathered 32 participants (8 women; 24 men), including policymakers, prosecutors, law enforcement, financial institutions and the non-profit sector. During the event, participants discussed the current situation in Bosnia and Herzegovina regarding the misuse of non-profit sector, relevant FATF recommendations and existing legislation in Bosnia and Herzegovina, as well as possible ways forward to regulate this field and mitigate the risk of misuse.

From 13 to 15 October, jointly with the Bosnia and Herzegovina MoS and the NGO Atlantic Initiative, the Mission organized a thematic workshop for institutions representatives to help inform the development of the new CT Strategy. The Mission used the event, gathering 36 participants (19 women; 17 men), to define priorities in addressing challenges in the field of prevention and the fight against violent extremism as well as the subject of FTFs. It also worked to help identify objectives and measures that will strengthen the prevention pillar of the new Strategy. The WG, composed of representatives from all levels of authority, reconvened its work on developing strategic priorities and actionable measures. The final draft of the Strategy is expected in the first quarter of 2022.

In November, to support the efforts of the authorities to develop effective and sustainable rehabilitation and reintegration (R&R) measures, the Mission organized a follow-up

workshop with trainers of the specialized training programme on R&R, benefitting 22 participants (17 women; 5 men). The workshop resulted in a set of recommendations aimed to adapt the training programme for other sectors, to establish better multi-stakeholder networks at cantonal and local levels, and to promote multi-sectoral training courses and teamwork. The conclusions were shared with the State-level co-ordinating team tasked with developing systems and procedures for the return and reception of citizens of Bosnia and Herzegovina from conflict zones in Syria and Iraq.

On 23 November, jointly with the RACVIAC Centre for Security Cooperation, the Mission organized a conference on media, terrorism and FTFs. The conference took place in Rakitje, Croatia, gathering 33 representatives (13 women; 20 men) of governmental institutions and security agencies, the media, and CSOs from the Western Balkans. In addressing the threat of terrorism through the abuse of digital platforms, the conference emphasized the need for greater co-operation with tech companies, and the value of awareness-raising campaigns.

## Trafficking in Human Beings

On 7 July, in response to a direct request from Bosnia and Herzegovina authorities and in co-operation with OSR/CTHB, the Mission organized a webinar on combating THB for Bosnia and Herzegovina Border Police. A total of 31 Border Police officials (7 women; 24 men) improved their knowledge on essential differences between THB and smuggling of persons.

In October, the Mission organized a webinar for Bosnia and Herzegovina Border Police on identification of vulnerable migrants, with a focus on minors. A total of 31 investigators and Border Police officers (7 women; 24 men) discussed legal criteria for identifying vulnerable categories and relevant human rights principles, the application of the do-no-harm principle, and referral procedures for identification of migrant minors. The webinar also focused on regional and international experiences, and co-operation in investigating the criminal offence of smuggling of minors. Participants expressed the need for increasing organizational, technical and human capacities of Border Police to ensure full compliance with relevant international principles and procedures.

On 19 and 20 October, the Mission organized a two-day peer-to-peer workshop on the experiences and challenges in processing criminal cases involving migrants, refugees, and asylum seekers. The workshop gathered 15 participants (11 women; 4 men), including judges, prosecutors, and



**Participants during a border security ToT course on the detection of forged documents, in Mostar, 6 – 9 December 2021.**  
 📍 Mission to Bosnia and Herzegovina

representatives from the respective Mols and the Service for Foreigners Affairs' branch offices, from Una-Sana Canton and Tuzla Canton. Participants examined the unique challenges presented during criminal proceedings involving members of the mixed migration community. This includes the establishment of identity, the appointment of *ex officio* defence counsel, the availability and use of translators, and the need for multi-sectoral responses. Participants also identified the need for additional support on these issues, and the Mission agreed to facilitate the continued sharing of information and experience.

## Cybercrime and Cyber/ICT Security

In April, the Mission organized a training activity on combating cybercrime for 150 police cadets (10 women; 140 men) from the Republika Srpska Mol Police Academy.

On 24 June, the Mission organized a training course for law enforcement agencies in Bosnia and Herzegovina to strengthen their capacities to combat cybercrime and cyber-enabled crime. The training course benefited a total of 38 participants (5 women; 33 men) from the State Investigation and Protection Agency, the Directorate for Co-ordination of Police Bodies, cantonal police agencies, and cadets from

the Federation of Bosnia and Herzegovina Police Academy. Participants gained knowledge and skills on the basics of cryptography and hash functions, the acquisition of digital evidence, as well as on receiving applications, hearing witnesses, compiling reports, obtaining orders, and communicating with partners in Bosnia and Herzegovina and abroad. Trainers also presented the basis of criminal offenses against electronic data processing systems and networks within the current legal framework.

## Border Security and Management / Customs

From 8 to 10 September, jointly with the NGO Centre against Trafficking in Works of Art, the Mission facilitated an introductory training course for 14 law enforcement officials (4 women; 10 men) on countering trafficking in cultural property. The Mission successfully advocated for integration of the training course into the official curriculum of the Bosnia and Herzegovina Agency for Education and Professional Training, to ensure sustainable capacity to effectively train security sector personnel on the prevention and investigation of this crime and its proceeds.

From 29 November to 1 December, jointly with TNTD/BSMU, the Mission organized an interactive three-day training course on the identification of FTFs at the borders for 22 first- and second-line Bosnia and Herzegovina border and immigration officers (4 women; 18 men). Participants improved their knowledge on relevant legal frameworks, effective use of INTERPOL databases, API/PNR systems, travel document security, as well as risk analysis and management in the identification of potential FTFs at borders. They also benefited from guidance on detecting behavioural indicators of FTFs and interviewing techniques.

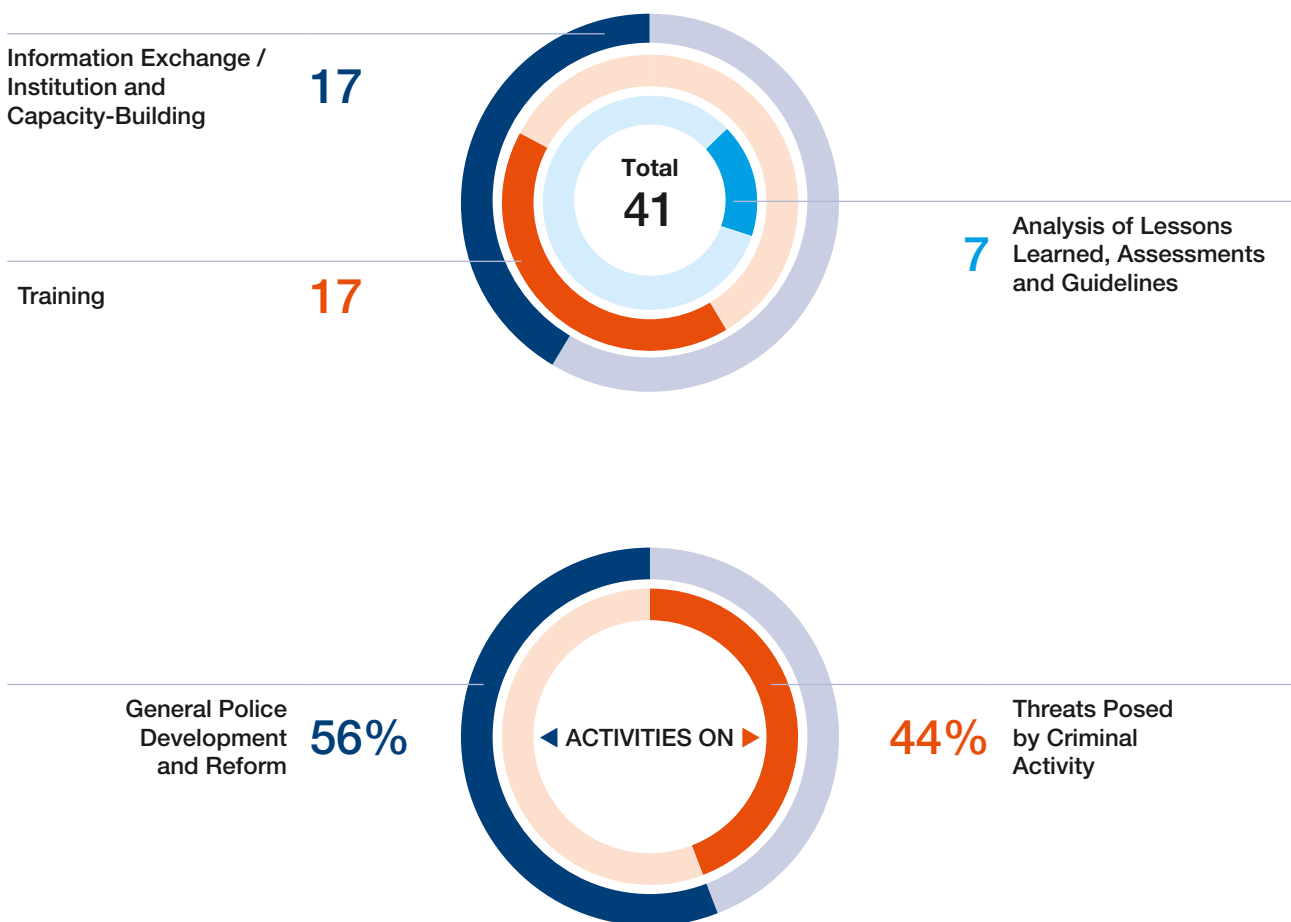
From 6 to 9 December, in collaboration with TNTD/BSMU, the Mission organized a four-day ToT course for 12 instructors (3 women; 9 men) of the Bosnia and Herzegovina Agency for Education and Professional Training, aiming to bolster their skills in developing travel documents, including security features and forgery methods, using specialized equipment for detecting forgeries. Further to delivering the training course, the Mission and TNTD/BSMU plan to finalize the donation of equipment for identification of falsified documents to the Agency, to be used in future trainings for cadets and border officers.

## Other activities

In November and December, jointly with the Republika Srpska MoJ, the Mission organized three training courses on audit reports of public institutions for police officers, public prosecutors, and expert associates, gathering in total 30 participants (9 women; 21 men). The training courses focused on developing new expertise of prosecutors and police of-

ficers in understanding and using the Republika Srpska Audit Office reports, and resulted in strengthened co-operation between the Republika Srpska Audit Agency, Republika Srpska Ministry of Justice, prosecutors, and the police. Participants emphasized the need for developing a glossary of relevant terms used in audit reports that should assist law enforcement and prosecutors when processing cases deriving from findings of audit reports.

### Mission to Bosnia and Herzegovina – Police-Related Activities 2021



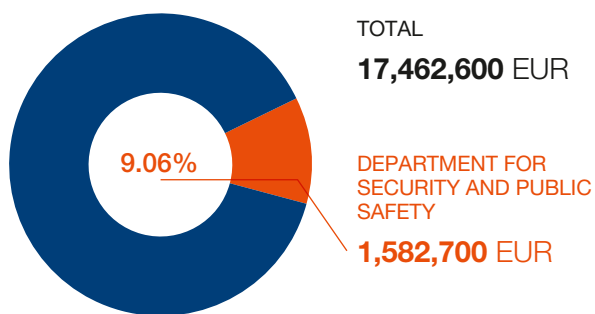
# 4.3 Mission in Kosovo

## Introduction

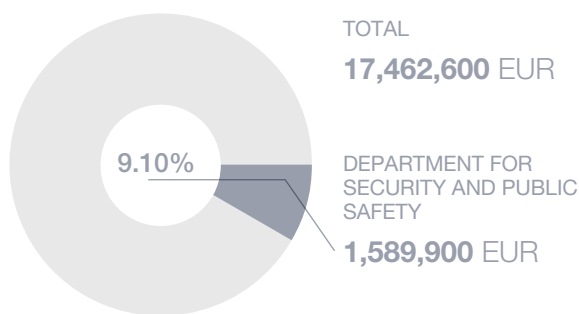
The OSCE Mission in Kosovo (the Mission) is mandated with the protection and promotion of human and community rights, as well as with democratization and public safety sector development. Building on the past support and progress achieved, further capacity-building and strategic improvements of the public safety and security sector, in line with best international practices, remain among the main priorities of the Mission.

## BUDGET (UB)\*

2021

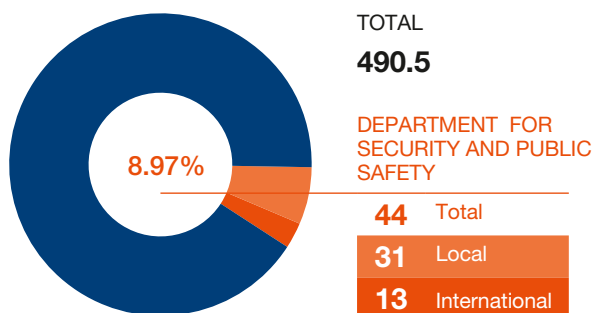


2020

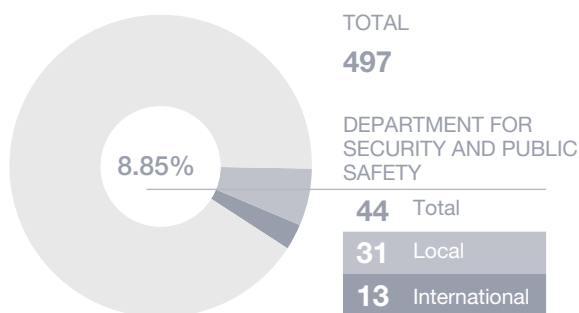


## STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Mission in Kosovo.

In 1999, the OSCE was mandated with training the new police service of Kosovo to uphold human rights and democratic policing principles. To do so, the Mission's Department of Police Education and Development (DPED) created an institution called the Kosovo Police Service School (KPSS) that in 2006 evolved into the Kosovo Centre for Public Safety Education and Development (KCPSED) and in 2011 into the Kosovo Academy for Public Safety (KAPS). In order to better reflect the broader context of its programmes in justice, safety and security sector development, the DPED itself became the Department for Security and Public Safety (DSPS) in 2006.

Based on the needs and requests of its beneficiaries, in 2021 the DSPS continued to offer capacity-building, strategic, advisory and technical support to public safety institutions, with a view to advancing their overall performance in providing security and safety, as well as to assist them in managing the consequences of the COVID-19 pandemic. It conducted unified budget and extra-budgetary project activities consisting of specialized and advanced training, seminars, workshops and roundtables. The activities of the DSPS focused on strengthening the capacities of the MoIA and its security sector institutions, as well as other public safety institutions and fora to prevent and counter transnational threats and promote overall safety. These activities targeted organized crime, cybercrime, terrorism and violent extremism and radicalization, THB, illicit narcotics, domestic violence, hate crime and enhancement of communication, community policing and community safety infrastructure. In addition, the DSPS continued to contribute to drafting and reviewing strategic documents of public safety institutions, with the intent of enhancing the overall security sector.

The DSPS also utilizes its field presence in five Mission's regional offices to monitor cases in the public's attention, as well as the human rights compliance of the Kosovo Police (KP), with a particular focus on promoting appropriate police responses to cases of hate crimes and public assemblies. It additionally uses its field staff to advise and advocate for local and municipal safety mechanisms, and to sensitize these mechanisms to contribute more to the safety in their localities. Additionally, in its activities related to the advancement of community rights, the Mission's Department of Human Rights and Communities also co-operates with the police and undertook a number of relevant activities in 2021.

## Activities Related to General Police Development and Reform

### Police Development and Reform within Security Sector Reform

From 1 to 3 February, the Mission organized an in-person workshop in Pejë/Peć on finalizing the KP *Strategic Development Plan 2021-2025*. This event gathered 22 local and international interlocutors (1 woman; 21 men) members of the WG. The Strategic Development Plan is a crucial strategic document that will assist the KP in its development and growth for the next five years and outline current deficiencies, while helping the Mission and other stakeholders in the planning of future activities.

From 23 to 25 March, the Mission facilitated a three-day workshop and provided expertise in drafting the *Kosovo Probation Service (KPS) Regulation on Internal Organization*

and *Systematization of Workplaces*. The WG, consisting of 12 senior probation service managers and representatives (5 women; 7 men) of the Mission, the EU Rule of Law Mission in Kosovo (EULEX) and ICITAP, drafted a version of the regulation, which lays out the structure of the KPS, its roles and responsibilities, as well as its chain of communication and command. Moreover, in line with the changing trends in the area of safety and security, the WG also focused on the establishment of a special supervisory unit, primarily tasked to perform probation work with individuals associated with violent extremism and radicalization.

On 24 March, the Mission organized and delivered a course on media relations to 16 officers (3 women; 13 men) of the Kosovo Correctional Service (KCS), the Emergency Management Agency (EMA) and Customs, within the framework of their first line supervision training course at the KAPS. Through scenario-based exercises, participants learned about the importance of building a strong working relationship with the media and how to meet their information needs

at best by using a proactive approach. Since the communication between these agencies and the media and the public is centralized, the event helped understanding that professional communication is a crucial component in accurately informing the public about their work and achievements.

On 2 April, as a member of the WG, the Mission took part in the final review of the *Kosovo Agency on Forensics (KAF) Development Strategy and Action Plan 2016-2020*, and contributed to the evaluation of strategic objectives and implementation of the Action Plan. The WG, consisting of eight participants (men), concluded that the assessment of the overall four-year strategic cycle is successful and ascertained 80% of activities were implemented.

On 7 May, the Mission equipped the KAF with ten laptop computers to assist them in conducting effective evidence examination, and enable the development of the capacities of KAF staff members through online training courses, seminars and workshops.

From 22 to 25 June, with the aim to support public safety institutions' compliance with the Law on the Use of Languages, the Mission gathered 25 representatives (8 women; 17 men) of the Office of Language Commissioner (OLC), the KAPS and the KP, to develop the *Police Bilingual Handbook*. The quick reference handbook contains terminology used during daily police work, key traffic violations and traffic fines, while enabling the police to use basic vocabulary in Albanian and Serbian languages.

From 23 to 25 June, the Mission delivered a training course on webpage and social media management to 21 communication officers (6 women; 15 men) of the MoIA, the KAPS, the KP, the Police Inspectorate of Kosovo (PIK), the EMA, the KCS and the Association of Women in Kosovo Police (AWKP). The course focused on the importance of organizational communication, which contributes to building relationships and enhancing internal interaction. It also trained participants on how to communicate with the public through social media, create online events, as well as formulate messages and generate engaging content. In addition, participants were trained on techniques that will enable them to build effective counter disinformation narratives.

On 29 June, the Mission equipped the KCS with ten laptops, particularly important during the COVID-19 pandemic period, as most activities are implemented via online platforms. The equipment will be used in the Mission's future training courses for the KCS.

From 26 to 28 July, the Mission organized a three-day workshop to support the KCS in finalizing its first *Training Development Strategy and Action Plan 2021-2025*, gathering 16 participants (4 women; 12 men). The Strategy and its Action Plan focus on enhancing the internal capabilities of the KCS in the area of capacity-building and lay out the objectives of institution in terms of learning capacities for the next four years. The documents also describe foreseen activities to achieve set goals, along with the timelines for their implementation. The Mission will continue to support the KCS in the implementation of the Strategy by delivering specialized and advanced learning courses in the future.

From 11 to 14 October, the Mission facilitated a four-day online training course for 27 officials (6 women; 21 men) of the KCS on prevention of human rights violations in correctional institutions. The training programme included modules covering international and domestic legal frameworks, standards related to detention, as well as an in-depth discussion on human rights and rights of special categories of prisoners such as women, juveniles, and detainees with mental disabilities or health conditions. The course also included exercises and case studies, which allowed participants to strengthen their knowledge in upholding the human rights of detainees in line with best international practices.

From 25 to 29 October, the Mission delivered an online training activity on dynamic security to 22 managers (4 women; 18 men) of the KCS. Overall, the activity equipped the managers with knowledge in operating effectively to improve the security of the prisons system. Participants gained new skills required to ensure the safety and security of prisoners and support staff through various case studies. The activity focused on the practical application of human rights considerations in dealing with prisoners, and included specifically tailored topics such as components of prison security, concepts of physical and dynamic security, procedural security and role of managers and support staff, and gathering information within correctional facilities.

From 29 to 31 October, the Mission delivered a training workshop on strategic communication to 20 communication officers (8 women; 12 men) of the MoIA, the KP, the KAPS, the PIK, the EMA, the KCS and the AWKP. The workshop included several sessions and practical exercises, through which participants learned about strategic communication as part of institutional success, and involved discussions regarding international strategic communication practices and those employed in Kosovo. Workshop discussions included mandatory elements of strategic communication, such as identification of audience, development of the message, and selection of channels and means of communication. A practical exercise concluded the workshop, where partic-

Participants developed four fully-fledged communication campaign strategies. At least one of these campaign strategies is planned to be implemented in 2022.

From 8 to 11 November, jointly with the North Carolina Justice Academy, the Mission delivered a training course covering media and public relations based on best international law enforcement practices. The course, gathering 20 communication officers (5 women; 15 men) of the MoIA, the KP, the PIK, the KAPS, the KCS and the AWKP, comprised topics and practical writing exercises, mock interviews and press conferences, through which participants learned how to compose legally releasable information to the media and the public when covering public safety concerns and criminal investigations. Participants were also encouraged to develop a systematic media strategy, capable of assisting the police and other public safety institutions in enhancing engagement with local communities, by guiding the narrative with transparency and open source media platforms.

On 6 December, the Mission facilitated a workshop to discuss leaders' role in strategic communication as motivators for others to work towards a common goal for 30 communication officers and senior managers (8 women; 22 men) of the MoIA, the KP, the PIK and other public safety institutions. Participants underlined the importance of strategic communication and the leadership support for effective and timely communication.

From 6 to 10 December, the Mission conducted a specialized training course to enhance the skills of senior officers of the KCS in planning and implementing an Emergency Response System within correctional facilities. The training course familiarized ten KCS officers (1 woman; 9 men) from various correctional facilities with planning aspects and types of emergency plans, principles of security and order, management of major disturbances and riots, as well as dynamic security. The activity focused on developing the skills and enhancing the knowledge of the KCS officers in the management of critical prison incidents and the prevention of prison crises.

From 7 to 9 December, the Mission facilitated a workshop to draft the new *KAF Development Strategy and Action Plan 2022-2026*, with a view to providing a structured and detailed plan for developing KAF's human resources and technical capacities. The new strategy focuses on strengthening the forensic and technical capacities of KAF's staff, quality assurance, and management and accreditation processes. Particular attention was given to establishing and developing new areas of expertise such as financial examination and missing persons. The event gathered the WG, comprising 13 experts (3 women; 10 men), among whom senior

managers of the KAF and representatives of the Mission, ICITAP and the United States Department of State Bureau of International Narcotics and Law Enforcement Affairs (INL). Participants finalized the Action Plan, which lays out detailed objectives and activities along with their timelines, responsible implementation entities and financial cost for the period 2022-2026.

From 17 to 19 December, the Mission supported the MoIA, the KP, the KAPS, the PIK and the EMA in facilitating a workshop to review their *Communication Strategy and Action Plan 2020-2022*. During the workshop, 14 WG representatives (6 women; 8 men) from MoIA and the abovementioned institutions reviewed the implementation of the Strategy designed to support public safety institutions in effectively communicating with the public and media. In addition, they presented the activities designed to help public safety institutions attain the organizational objectives, ensure communities understand what they do, and demonstrate success of their work through communication means. Participants also presented shortcomings in communication impacted by the COVID-19 pandemic, which hindered the implementation of planned awareness-raising activities.

From 17 to 24 December, the Mission supported the KP and the KAPS to showcase their visual identity through the provision of 13 wall panels, 13 speaking stands (lecterns) and 60 roll-up banners. These items, consisting of distinctive brand elements, logos and colours of the KP and the KAPS, and aimed at increasing visibility and ensure consistency in communication, were handed over to the KP headquarters and regional directorates, the KP Division of Specialized Units, and the KAPS.

From 18 to 19 December, the Mission organized a training course on using a computer-assisted translation software for 12 translators and proofreaders (8 women; 4 men) of the MoIA and the KP. The Mission also equipped the KP and the MoIA with 12 advanced computer-assisted translation software in the frame of its support to enhance bilingualism efforts. Participants were acquainted with the software functions and learned how to boost their productivity the predictive typing, proofreading, quality check, and the creation of a database with security sector terminology to maintain institutional memory.

From 21 to 23 December, the Mission assisted the KP in drafting a proficiency skills scheme for police cadets attending the basic professional training at the KAPS. The workshop, gathering 26 participants (7 women; 19 men) from the KP, the KAPS, the OLC, the Mission and the Embassy of Switzerland, aimed to provide the KP with a framework through which managers and staff can implement the ob-

jectives as set out in the Law on the Use of Languages, while supporting the police in demonstrating linguistic courtesy in official languages spoken in Kosovo. The workshop builds on several activities of the Mission in the framework of a project aimed at developing bilingual language tools to strengthen the trust and co-operation between police and communities. In December, jointly with the OLC, the Swedish Embassy in Pristina and others, the Mission organized the third annual Language Award Ceremony to acknowledge and reward institutional compliance with the Law on the Use of Languages, during which both the MoIA and the KP were awarded.

On 23 December, the Mission inaugurated a webinar classroom in the KAPS, which it helped establish with a view to enable KAPS students' access to law enforcement training and education programmes, as well as to integrate international good practices. The classroom includes computers, smart board, headphones, microphones, sound insulation equipment, and office furniture. The innovative classroom will also enable law enforcement management, professors, lecturers and instructors to deliver online learning modules, webinars, conferences, and training courses to students, and allow them to reach a bigger audience.

On 23 December, the Mission supported the launch of the showroom corner at the KAPS, which presents the history and milestones of the support of the OSCE and other international partners to public safety education in Kosovo from 1999 to 2021. The showroom corner displays memorabilia from previous training and education programmes and will support the strengthening of the community policing platform for young visitors from primary and secondary schools.

## Human Resources / Police Management

In January and May, the Mission handed over resource libraries consisting of over 400 copies of books and 10 bookcases to five regional directorates of the KP. The collection was selected jointly with the KP Training Division and included books on criminal, administrative and constitutional legislation, human rights, leadership and management, and other specific police literature in Albanian, Serbian and English languages. The books can be borrowed to all police officers of these regions with the aim of enhancing their professional knowledge of policing work.

On 25 January, the Mission handed over 1,100 copies of the booklet *Awareness raising activities and protective measures undertaken by the police during the pandemic* to the KP General Directorate. The booklet, drafted by the KP Directorate of Health Services, lists all police activities carried out to manage the COVID-19 pandemic, as well as those in support to public and institutions, with a special focus placed on prevention and response. Printed in Albanian, Serbian and English languages, the booklet was delivered to the senior management in all eight police regions, with a view to strengthen their ability to adapt to new challenges in the future, as well as to plan and prepare the required strategic responses. The KP General Director commended OSCE's support since the beginning of the COVID-19 pandemic, particularly through training and the provision of strategic advisory and protective equipment.

On 1 April, with the aim to support the KP, the Mission handed over 20 new laptops, 47 used desktop computers, printers and photocopiers to the KP Training Division. The ICT equipment is expected to enable the police to continue capacity-building activities through different online learning platforms.

From 5 to 9 July, the Mission delivered an online training event on organizational change management and leadership to 18 senior managers (5 women; 13 men) of the KP to equip them with practical skills in facilitating future organizational changes. The event focused on the topics of understanding organizations, leadership and management, organizational performance management, organizational change types, as well as key roles during change management. Moreover, participants learned about change management strategy, managing resistance and power games in organizational change, change management in the police, and micro-politics as a management technique.

From 26 to 30 July, the Mission delivered an online training workshop on drafting scenarios for learning activities to 14 members (3 women; 11 men) of the KP. The activity enhanced participants' skills in creating relevant and realistic scenarios and developing scenario sites, while familiarizing them with respective learning aids and the necessary logistical equipment. The course also equipped participants with insights on techniques to enhance their abilities to draft learning scenarios, create questionnaires and surveys, and provide timely and constructive feedback to students participating in respective scenarios.

On 13 December, the Mission supported the KP in facilitating a workshop to review the *Training Strategy and Action Plan 2019-2021*. The strategy, reviewed by a WG comprising 11 representatives (3 women; 8 men) from the KP, the



Mission and ICITAP, aims at further developing police capacities in delivering quality training to its employees. During the workshop, participants identified shortcomings, discussed challenges and ways to address them, and provided recommendations to improve the KP capacities in light of criminality and technological development trends.

## Human Rights and Police Accountability

From April to October, the Mission supported the development of a new webpage for the PIK, as the previous webpage did not meet their need to strengthen the co-operation with communities through enhanced communication and transparency. The newly developed webpage is compatible with mobile devices and different browsers, easily manageable by multi-users, and optimized for a faster webpage opening.

From 14 to 18 June, the Mission delivered an in-person advanced training course on defensive tactics to 11 officers (men) of the PIK. The course focused on enhancing the overall practical skills of PIK officers in defensive tactics, and equipped them with best practices and techniques used in the area of force continuum and principles related to the use of force when enforcing their powers, in accordance with the human rights standards. The course also covered tactical simulation exercises, injury prevention and mitigating techniques, arrest techniques, as well as close quarter offensive and defensive tactics.

On 23 June, the Head of Mission visited the PIK and handed 10 notebook computers to the agency, to ensure its staff has the technical means to build and develop their capacities through online platforms. The Head of Mission met with the Chief Executive Officer and senior managers of the agency, who introduced the role and mandate of the PIK, as well as the ongoing capacity-building support given by the Mission, which significantly contributes to PIK's efforts in ensuring credible, accountable and professional police service.

From 28 June to 2 July, the Mission delivered an advanced online training course to nine investigators (2 women; 7 men) of the PIK, focused on best European practices on inspection policies and methods to advance the capacities of the PIK to conduct effective inspections. Through practical exercises and case studies, participants learned how to use several methods and techniques for conducting inspections, prepare operational plans and documentation of inspections, conduct field assessment using fact-finding techniques and report writing, and prepare evidence presentations following the inspections.

From 30 August to 3 September, the Mission delivered a training course on complaints handling and procedures to ten investigators (4 women; 6 men) of the PIK. The course focused on anti-corruption investigations and strengthened participants' skillset in handling public complaints against police officers, in accordance with the best practices and procedures, as well as human rights standards. The training course also included topics of preliminary and administrative investigations, as well as reporting and use of evidence in investigations of public complaints.

On 21 and 22 September, the Mission conducted a two-day online learning course on the assessment of holding cells, detention centres and rights of arrested persons for 14 officers (5 women; 9 men) of the PIK. The course contributed to upholding the institution's capacity to monitor the police compliance with human rights standards and internal procedures. The programme topics included modules covering international and domestic legislation, risk assessment and self-harm prevention measures, needs of vulnerable groups, as well as standards to be observed during the transportation of detainees.

## Gender and Ethnic Mainstreaming

On 8 March, jointly with the AWKP, the Mission marked the International Women's Day through an online event on challenges and achievements during the COVID-19 pandemic, gathering 14 representatives (13 women; 1 man) from the AWKP, the Mission, UN Women and the Association of Journalists of Kosovo. The event assessed the gendered impact of the COVID-19 pandemic, with specific focus on the AWKP and the police as frontline responders during the emergency. Participants presented success stories, such as the signature of two agreements with private medical laboratories offering services free of charge to members of the AWKP and their families, the distribution of protective masks to communities in all regions, and donations to shelters and safe houses.

From 21 to 27 October, in close co-operation with the KP, the Mission facilitated five introductory workshops to encourage youth from different communities to join the police. The workshops gathered a total of 142 participants (51 women; 91 men) from Kosovo Albanian, Kosovo Serb, Kosovo Turk, Kosovo Bosniak, Kosovo Gorani, Kosovo Croat, Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian communities. From 28 October to 8 November, jointly with the KP, the Mission conducted two six-day introductory workshops for two groups of 25 participants (10 women; 40 men) from Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian communities. During these events, the KP instruc-

tors familiarized participants with application procedures to join the police, focusing on the criteria for recruitment and the selection process, and the content of the basic professional police training.

On 12 November, the Mission supported the workshop on strengthening the co-operation between the AWKP and representatives from the Women Department of the Kosovo Islamic Community and Women Commission of the Protestant Evangelical Church communities in Prishtinë/Prishtina municipality. During the event, gathering 28 women, participants discussed challenges in their communities, different security mechanisms available and ways forward to strengthen the co-operation between all parties. Among other issues, participants focused on the prevention activities related to VERLT, domestic violence and support for victims of domestic violence, and the promotion of diversity and mutual understanding.

On 20 December, the Mission supported the KP in launching their *Gender Equality Agenda and Action Plan 2021-2023*, which aims to improve the position and the career development of women at all levels within the KP. The strategic document is in compliance with the Law on Gender Equality, the UNSCR 1325 on Women, Peace and Security, as well as the UN 2030 Agenda for Sustainable Development and Millennium Goals, in particular SDG 5. Following a baseline assessment conducted with the KP and international organizations in 2020, the Mission transformed findings and recommendations into strategic objectives, while the KP developed activities which will support police women and men in achieving their full potential and contribution to policing. The Mission printed the Gender Equality Agenda and the Action Plan, providing the KP with 250 copies in Albanian, Serbian and English languages each. The event gathered 30 participants (16 women; 14 men) from the Mission, the Kosovo Force (KFOR), the United States Embassy, INL, ICITAP, UN Women, EULEX, and the International Association of Women in Police (IAWP).

## Community Policing, Police-Public Relations and Crime Prevention

From 16 to 26 March, the Mission organized five regional workshops on the role of community policing, with the aim of equipping police officers with specific knowledge to build genuine rapport with all communities and particularly with marginalized groups. The events, gathering 129 frontline officers (19 women; 110 men) of the KP, included sessions on the new KP *Integrated Intelligence-led Policing and Community Policing Strategy and Action Plan 2021-2025*, emphasizing the strategic objective on building confidence and

satisfaction in policing. Discussions encompassed the role of communication in improving public confidence and gaining public trust, and the need to encourage better internal and external communication of police services.

On 1 April, the Mission equipped the police with six electronic information panels to promote the digital reporting programme and its “Inform the Police” mobile application, the design of which was supported by the Mission.

On 29 June and 23 December, the Mission facilitated two workshops to support the bi-annual implementation reviews of the *Integrated Intelligence-led Policing and Community Policing Strategy and Action Plan 2021-2025*. The workshops gathered 80 participants (12 women; 68 men) from the KP, the PIK, the Mission, ICITAP, the UNDP and the EU-led project in support of police reform. During the events, the police and its partners provided an overview of the progress and helped identify difficulties in the implementation of activities, along with recommendations for the way forward. Despite the consequences of the COVID-19 pandemic, the overall implementation was reported as progressive, whereby 75 out of 99 activities set in the Action Plan were fully implemented, 17 partially implemented and only seven not implemented.

From 7 to 15 July, the Mission facilitated five workshops on the Tasking and Co-ordination Groups (TCGs) functions, integral part of the Integrated ILP and Community Policing Strategy. The workshops, gathering 154 officers (23 women; 131 men) of the KP, covered the existing Standard Operating Procedures (SOP) for TCGs through the presentation of good practices and the increase in the number of intelligence reports compared to 2020.

From 8 to 9 September, the Mission supported the KP in carrying out a two-day workshop to finalize the *Guidebook on the Intelligence Cycle*, foreseen in the Strategy. The Guidebook will increase police capacities and improve performance in community policing, intelligence gathering, and in using ILP products throughout the police service. The workshop, gathering 25 participants (2 women; 23 men), explored the structure and the content of the Guidebook.

From 11 October to 11 November, the Mission facilitated eight workshops to introduce the Guidebook to the KP, and provided support in the development and printing of the Guidebook ahead of the workshops.<sup>19</sup> The workshops gathered 194 police officials (26 women; 168 men) from all police departments, general and regional directorates, and

<sup>19</sup> The Mission printed 3,000 copies of the Guidebook in Albanian, 500 in Serbian and 50 copies in English, successively distributed to all police regions.

police stations. The workshops familiarized the officers of the KP with the framework and main components of ILP, with a view to enabling a thorough understanding and consistent implementation of the ILP concept. The workshops also familiarized the officers with their roles and responsibilities stemming from the Strategy, with clear instructions on how to apply it.

From 17 September to 19 November, the Mission conducted six workshops on prevention of juvenile delinquency, gathering 139 officers (35 women; 104 men) of the KP, prosecutors for juveniles, representatives of the Municipal Directorates for Education (MDE), the Centre for Social Work (CSW) and the KCS. The workshops aimed at enhancing attendees' capacity and their partnership approach in addressing issues related to juvenile delinquency in a sustainable and multi-institutional manner. Participants had an opportunity to cross-examine common approaches to the new juvenile delinquency trends, were encouraged to work with local institutions in responding promptly and appropriately, and shape policy decisions to tackle the identified trends. Specific issues raised stressed concerns regarding the treatment of juveniles at time of detention, condition of holding areas at police stations, lack of specialised interview rooms and trained officers available out of hours, and concerns over the attendance of parents, social workers and solicitors for interviews.

From 28 to 30 September, the Mission supported the KP in carrying out a workshop to finalize the *Standard Operating Procedure on Registration, Access and Administration of KP databases* foreseen in the Integrated ILP and Community Policing Strategy. The workshop gathered 22 members (5 women; 17 men) of the joint KP WG, and helped them review the structure and the content foreseen in the SOP. In addition, the SOP is expected to harmonize and unify the police procedures for entering into the systems, as well as recording reports and operational police information in their areas of responsibility.

From 7 to 10 December, the Mission assisted the KP in carrying out a workshop to finalize the *Platform for Entering Data Electronically*, which gathered 24 members (3 women; 21 men) of the joint KP WG and the Mission. The platform will serve as a guide on how to feed the KP systems through electronic data and information entry of activities, operational engagements, police investigation reports, and information on other police work. The platform describes job descriptions, tasks and responsibilities for all police personnel, and the ways the KP systems/databases should be fed with information and activities conducted by KP personnel electronically. The electronic entry of data is also expected to contribute to record individual engagements of all KP em-

ployees, to develop analytical reports, and most importantly, to support the performance appraisal process for the entire KP personnel.

### Community Safety

From 10 March to 28 October, the Mission supported the KP in organizing four workshops to raise awareness on the importance of gender mainstreaming and youth inclusion within Local Public Safety Committees (LPSCs)<sup>20</sup> by promoting their role in community safety and security. The workshops gathered 73 participants (28 women; 45 men) from youth centres, Local Youth Action Councils, Municipal Offices for Gender Equality, CS, LPSCs and the KP. Through customized presentations delivered during workshops, participants learned about the legal framework that regulates youth and gender-based matters at local level in conjunction with the government strategic documents and action plans. Likewise, the importance of youth inclusion and women's empowerment in decision-making processes at local level was highlighted during the events, alongside the benefits stemming from engaging women and youth in community safety forums.

On 16 April, the Mission concluded the installation of ten surveillance cameras (CCTV) in the returnee village of Lubozhdë/Ljubožda in the Istog/Istok municipality, to enhance the safety and security of returnees. The cameras were provided and installed by the Mission, following a request from Kosovo Serb returnees living in the village, affected by incidents of theft and damage to property since their spontaneous return in 2017 and during 2020. The Kosovo Albanian community members, living in the same village, also supported the request. The cameras will be monitored by the KP in a surveillance room located at the KP Station in Istog/Istok, and the system will be maintained by the same municipality.

From 21 April to 19 October, the Mission supported the facilitation of four workshops on enhancing the participation of community safety fora members in decision-making processes concerning public safety. The events gathered 93 participants (14 women; 79 men) consisting of co-ordinators of Municipal Community Safety Councils (MCSCs)<sup>21</sup>, LPSC chairpersons and KP station commanders from seven police regions. The Mission presented some achievements of

20 Local Public Safety Committees (LPSCs) exist in a number of smaller areas within municipalities, such as remote and multi-ethnic villages. They are composed of local community representatives and are consulted by the KP on matters concerning safety and security.

21 Municipal Community Safety Councils (MCSCs) are established in municipalities in order to institutionalize co-operation between municipal institutions, communities and the police. As per 2021, there are 34 established MCSCs Kosovo-wide, with four to be established in the north.

MCSCs and LPSCs during the workshop, which additionally involved discussions regarding ways to increase co-ordination and co-operation between all local safety actors. Participants asked municipal representatives to work closer with residents to effectively solve inter-ethnic incidents, while the MoIA asked for more co-operation between the public and community safety members, urging MCSC co-ordinators to help finance LPSC initiatives through more efforts on mainstreaming gender in community safety fora.

From 27 April to 20 May, the Mission facilitated a community policing training for 21 members (7 women; 14 men) of three newly established LPSCs. The new LPSC members gained knowledge on partnership, team building, and problem solving, including how to write project proposals to address the needs and concerns of their communities. The new LPSC training package, which the Mission developed jointly with the MoIA and the KP in 2020, was delivered during the course, including sessions on community safety mechanisms, safety audit, gender equality, hate crimes, THB and VERLT.

On 25 May, the Mission facilitated a workshop to introduce the pilot safety research in schools of the municipality of Prishtinë/Priština, to be conducted by the KP and the MDE with the support of the Mission. The purpose of the workshop, the starting point of a series of activities to start in 2022, was to present the concept idea of a pilot safety research to 33 participants (16 women; 17 men) from the MDE, the KP, as well as school principals, psychologists and the Parental Council, and to co-ordinate future steps. The event focused on presenting details and methodology that will be applied in the implementation of the pilot research, and was followed by discussions and suggestions from participants.

On 27 May, jointly with the KFOR, the Mission organized a roundtable on strengthening the ability of community safety mechanisms to address security concerns related to women and girls in the municipality of Prishtinë/Priština. The roundtable assessed the security situation in the region and held discussions on how to establish risk mitigation measures as the first step of prevention. Moreover, 26 participants (14 women; 12 men) discussed monitoring and reporting tools and how communication between the various committees at municipal level can be streamlined to those security concerns and inform executive responses of the KP and municipal management.

From 27 May to 29 September, the Mission supported the KP in organizing and facilitating four learning sessions for LPSC chairpersons on co-operation and promotion of community safety initiatives through local media. The events gathered

91 participants (30 women; 61 men) from six LPSCs, the KP, and the Mission staff in the capacity of in-house trainers. The sessions covered the role and importance of local and social media and creation of a communication strategy, where participants learned that through close co-operation with the media and presentation of community safety initiatives, they could shape communities' views and opinions, and set the agenda for public discussion. Moreover, participants learned how to attract media attention by utilising social media platforms such as Facebook and Instagram, through presentation of user-generated content like data, pictures and videos covering LPSC events.

From 4 June to 14 November, the Mission supported the facilitation of three inter-cultural youth forums, gathering 58 participants (30 women; 28 men) from Kosovo Albanian, Kosovo Serb, Kosovo Ashkali and Kosovo Turk communities. These events were also attended by members of three LPSCs and police officers from Prishtinë/Priština municipality. During the events, participants learned about advocacy and negotiation skills, and the importance of supporting initiatives related to prevention of COVID-19 and other youth-related matters. Participants were also involved in activities such as quizzes and awareness sessions on several topics, held to strengthen the co-operation and communication between them, the members of LPSCs and the police officers. The KP presented information on prevention of different negative phenomena and emphasized the importance of working with youth for an enhanced community safety.

On 26 June, the Mission supported the Kosovo Paralympic Committee and Parents Organization of Children with Disabilities in Kosovo in hosting a moderate version of 2021 Mini-Olympic Games for 60 young people with special needs. The event, supported by the Mission for 16 consecutive years, took place at Rugova Valley in Pejë/Peć, and provided an opportunity for participants to compete in five sport disciplines. The Mission also provided competition and sport requisites, along with other learning and special drawing assets as well as toys for the children.

On 28 June and 22 September, in an effort to revitalize not fully operative LPSCs, the Mission supported the KP in organizing two learning workshops on partnership building and problem solving. The event gathered 30 new members (11 women; 19 men) of six LPSCs in two Kosovo regions, including community members and KP officers. The workshops aimed at strengthening the LPSCs' operational capacity to ensure sustainability in community safety, as well as to enhance respective members' abilities to address community safety matters and their co-operation with responsible stakeholders. The events also included discussions on

the representation of women and men in decision-making processes at local level and the inclusion of youth in community safety initiatives.

On 31 August, the Mission facilitated a training course for LPSC members on awareness raising among youth. The event gathered 14 participants (4 women; 10 men) as members of nominated LPSCs of all eight KP regions. The sessions introduced the hate crime concept and ways to support victims of such incidents, but also how to prevent bias, harassment, and hate crimes by focusing on teaching students how to respond to such cases.

On 27 September, the Mission equipped the Prizren KP Regional Directorate and the MCSC Co-ordinator with a computer and a monitor, thus finalizing the project of installation of CCTV cameras in the village of Novakë/Novak in Prizren municipality. Nine surveillance cameras will be monitored by the KP and maintained by the municipality, thus contributing to a prompt response to security incidents affecting these communities. The installation and operationalization of the CCTV cameras followed a request from the local community of Prizren municipality and the KP to address the increased number of security incidents in the village in 2020 and 2021.

From 12 to 14 October, the Mission delivered a training course on community policing to 14 participants (6 women; 8 men) from the new LPSC of Junik, police officers and new members of the existing LPSCs of Obiliq/Obilić and Prishtinë/Priština Centre. During the course, participants were introduced to the principles of community safety and community policing, as well as to the key components of small-scale projects, where they learned how to write project proposals to address the needs and concerns of their communities. The session on gender mainstreaming in community safety initiatives raised participants' awareness of the important role of women in community safety fora.

On 4 November, in the framework of a joint project to support community safety initiatives through LPSCs with the Royal Norwegian Embassy, the Mission equipped the office of LPSC "Lubizhdë/Ljubizhda" in Prizren municipality with IT equipment and inventory, making it operative and capable of working for the benefit of all communities residing in the area. The Mission also delivered notebook computers for the cabinet of informatics in the school Skender Kastrati in Rahovec/Orahovac municipality, to support digital learning of the students. The two activities contributed to increasing the visibility of respective LPSCs, and fostered the partnership with the KP, MCSCs and other municipal bodies, as well as CS and other stakeholders contributing to community safety.

On 17 November, the Mission assisted a LPSC initiative in placing three gazebos in the yard of the SOS Village in Prishtinë/Priština, officially handed over during an event held with representatives of the Mission, the SOS Village and the KP. The new facilities will be used for outdoor activities by the children at the SOS Village.

On 30 November, the Mission supported the MoIA in organizing a workshop to conduct the third annual review of the implementation of *Community Safety Strategy and Action Plan 2018-2023*. During the workshop, gathering ten participants (2 women; 8 men) from the MoIA, the KP, ICITAP and the Mission, participants shared information regarding their contribution to the implementation of activities projected in the Strategy's Action Plan for 2021. New ideas based on latest trends were explored and incorporated in the amended action plan. Key points of discussion entailed challenges faced during the COVID-19 pandemic, including the cancellation of last year's annual review of the Strategy, and the newly elected central and local level institutions, which postponed the appointment of the Co-ordinator for Implementation of the Strategy, causing a delay in the process to update the Steering Group members.

On 14 December, the Mission supported the KP and the Prishtinë/Priština MDE to present the results of the pilot survey on school safety. The event, gathering 32 participants (14 women; 18 men) from the KP and the Prishtinë/Priština MDE, aimed at sharing the results of the survey. School safety aspects included situations that affect the safety of children at school premises, around the school, on the way to school and home, but also violence against children, teachers' treatment of students in schools, as well as the reaction of students, school staff and parents to aspects of security breaches. This qualitative study included a representative sample, with face-to-face and online interviews applied through questionnaires designed for specific categories. In total, 20 schools involving around 1,000 students, 150 school staff members and 150 parents were included in this research. A set of conclusions and specific recommendations were drawn and are expected to be addressed with concrete actions through a joint plan of the KP, the MDE and school authorities in 2022.

On 28 December, the Mission completed the implementation of its two-year project in developing the MoIA's Community Safety Forums Web Portal for around 3,000 members of community safety forums Kosovo wide<sup>22</sup> and the KP from six police regions. This mobile-friendly trilingual internet portal enables public participation and civic engagement in community safety and is a place for interaction, e-learning,

22 Including members of MCSCs, LPSCs and Community Safety Action Teams.

starting initiatives, addressing and reporting local safety challenges, and sharing experiences. The portal contributes to a sustainable increase of police-public co-operation in Kosovo, while stimulating public support and raising awareness on community safety forums and community policing throughout Kosovo. The Mission also trained the MoIA's ICT staff responsible for the development and maintenance of the portal and handed over three notebook computers.

## Gender-based Violence

On 12 May, the Mission organized an online information session for members of the Municipal Co-ordination Mechanisms against Domestic Violence (MCMDV) of Malisheve/Mališevo, Mamuša/Mamushe/Mamuša and Prizren municipalities. The event gathered 19 participants (11 women; 8 men) from the KP, justice institutions, the Victim's Advocacy and Assistance Office (VAAO), the Agency for Free Legal Aid, Municipal Employment Offices, the Regional Hospital, the CSW, and several shelters for victims of domestic violence. The aim of the event was to raise awareness among the MCMDV members on the core principles of the Istanbul Convention and to increase their knowledge of women's rights. The information session included a presentation on best practices for multi-agency co-ordination mechanisms on combating domestic violence.

On 10 June, the Mission organized a workshop on the issue of the proper qualification of criminal offences related to domestic violence for representatives of the judiciary of the Ferizaj/Uroševac region. The event gathered 14 participants (12 women; 3 men), including police officers, prosecutors, representatives from the VAAO and judges from the Basic Court in Ferizaj/Uroševac. Participants discussed concerns regarding the proper qualification of criminal offences related to domestic violence, particularly in cases where the victim and suspect are related.

On 16 June, the Mission supported the roundtable of the Women Security Network (WSN) on concerns of women and girls against domestic and social violence, which assessed the role of community protection mechanisms in the prevention of gender-based and domestic violence, and the necessary remedial measures. The event gathered 22 participants (16 women; 6 men), including the municipal director of administration, the manager of the VAAO, KP officers and officials of the CSW of Gračanica/Gračanice and Obiliq/Obilić municipalities. The WSN is an informal body working in the municipalities of Gračanica/Gračanice and Obiliq/Obilić, aiming to promote and to secure the rights of women

and girls at the local-level. The Mission supports the WSN as a local mechanism to take a proactive stance to women's and girls' security concerns by raising awareness and strengthening co-operation.

On 4 August, in its efforts to help prevent and fight domestic violence, the Mission equipped the KP with 20,000 leaflets aimed at raising awareness on domestic violence. The Mission assisted the KP in designing and printing 16,000 awareness-raising leaflets in Albanian and 4,000 in Serbian languages for students of upper primary and secondary schools. From 25 October to 4 November, police officers of domestic violence units visited 30 primary high schools and provided lectures to schoolchildren of Kosovo Albanian, Kosovo Roma, Kosovo Egyptian and Kosovo Ashkali communities on indicators and consequences that this phenomenon brings to families and society in general. During the events, the police distributed the leaflets, containing information regarding domestic violence, how it affects children, the forms of violence that exists, and how to address concerns when witnessing a domestic violence situation. Police officers also provided in-depth information about the role of teachers, psychologists, schoolmasters, police and CSW in protecting children who experience any type of violence.

From 16 to 26 August, the Mission facilitated a set of eight workshops in all KP regions, aiming to raise the awareness amongst KP officers and representatives of the VAAO and the CSW on measures to address and prevent domestic violence. These workshops allowed participants to discuss preventive measures and legal aspects of domestic violence, with a focus on understanding the impact of victimization, identification of early signs and indicators affecting vulnerable groups. The events, gathering 124 participants (41 women; 83 men), also served as a platform for enhancing the co-operation between the VAAO, the CSW, and the KP.

From 18 to 28 October, the Mission facilitated eight regional roundtables on co-operation in preventing domestic violence in each police region. The workshops, gathering 121 participants (49 women; 72 men) from the respective police regions, including KP officers, judges, prosecutors, representatives from MDEs, religious communities, the CSW and the VAAO, aimed to enhance inter-institutional co-operation in addressing domestic violence-related matters. The main and most common concern raised during the discussion was the need for adequate support to victims during all legal proceedings to ensure they are not re-victimized. The Mission raised awareness on the legal framework and protective measures available to victims of domestic violence, focusing on the implementation of relevant domestic violence provisions foreseen in the Criminal Code.

On 1 and 2 November, the Mission delivered a training course titled Communication and counter-communication: victim's support through sensitive interviews, to members of MCMDVs in Malisheve/Mališevo, Mamuša/Mamushe/Mamuša and Rahovec/Orahovac. The course gathered 17 participants (14 women; 3 men), among whom municipal officers for gender equality, police officers, prosecutors, representatives of the CSW, and victims' advocates. During the training course, participants learned about micro-expressions, cognitive theory, body language, gender stereotypes and how to adopt a victim-centred approach in domestic violence cases.

On 1 December, in the framework of the international campaign 16 Days of Activism against Gender-based Violence, the Mission organized a roundtable in Prizren on strengthening the response of criminal justice and human rights institutions on protection against domestic violence. The aim of the roundtable was to increase and strengthen the capacity of the MCMDV and other relevant institutions to respond to domestic and gender-based violence. The event gathered 15 participants (8 women; 7 men), including the focal point for domestic violence from the Basic Prosecution Office in Prizren, representatives of Prizren Free Legal Aid Office, the KP Domestic Violence Unit, the CSW, the VAAO, and the Centre for Mental Health, and focused on the measures to support victims of domestic violence and the modalities for timely referral to support services.

From 13 to 16 December, the Mission conducted an advanced training course on domestic violence risk assessment, to strengthen the skills and support the efforts of the KP officers dealing with domestic violence cases. The activity equipped 20 officers (8 women; 12 men) from eight KP regions with the knowledge and best practices on how to effectively operate and assess risks related to domestic violence cases and how to develop safety plans for victims. The course included case studies and discussions regarding the domestic violence concept and the forms it may take. The KP officers also engaged in a simulated scenario on a domestic violence case and had the opportunity to exercise the Domestic Abuse, Stalking and Harassment and Honour Based Violence (DASH) checklist, learned during the course.

## Hate Crime

On 3 March, the Mission attended the regional preparatory hate crime meeting with OSCE South-Eastern Europe Focal Points, hosted by the OSCE Mission to Serbia. The meeting served as a platform for sharing the latest developments on

combating hate crimes in the region, as well as the Missions' key priorities for 2021.

On 23 November, five members of the Mission (4 women; 1 man) and six representatives (3 women; 3 men) from the Legal Aid Agency, the Ombudsperson Institution (OI) and the Centre for Social Groups Development attended the Annual Regional Hate Crime Conference on Improving support to the victims of hate crimes. The event, organized in a blended format by the OSCE Mission to Bosnia and Herzegovina, focused on the support system available to victims of hate crimes. The conference highlighted the importance of the existing victim support systems and identifying ways to incorporate specificities regarding hate crime victims. Each field operation organized independent discussions with respective stakeholders and looked at their domestic victims' support system to identify potential gaps. The Mission's stakeholders shared with colleagues existing models and mechanisms of support to victims in Kosovo, including legal mechanisms such as the Law on Victims' of Crime Compensation Fund for eligible victims of specific crimes, the provision of counselling services from the Free Legal Aid Agency and the VAAO, and legal representation services for victims/injured parties in criminal proceedings.

From 6 April to 26 May, the Mission organized a six-week advanced online training activity focused on strengthening the hate crime monitoring and reporting capacities of ten participants (8 women; 2 men) from the OI. The course covered tutorial sessions on key concepts and monitoring framework for hate crime, hate speech and discrimination.

From 17 to 20 May, in the frame of its support to the MoIA in facilitating an independent victimization survey on hate crimes, the Mission facilitated a set of needs assessment meetings with relevant stakeholders. The meetings gathered nine representatives (men) from the MoIA, the KP, the Chief Prosecution Office, the OI, the Mission, and human rights NGOs, to assess their perspective on the hate crime situation in Kosovo. They also assisted in the preparation of the methodology, survey frame and questionnaire for the survey. The independent complex victimization survey on hate crimes will target a wide audience in mixed communities across Kosovo, with a view to provide a comprehensive report of the situation.

From 13 September to 8 October, the Mission facilitated a set of eight workshops in all KP regions, with the aim to introduce the *Manual for KP on Handling Hate Crimes*. In late 2020, in the frame of implementing the *Inter-Agency Agreement on Addressing Hate Crimes in Kosovo*, the Mission supported the KP WG in the development of the Man-

ual, which entered into force in May 2021. The workshops, gathering a total of 129 participants (6 women; 123 men) from the KP, allowed participants to discuss the KP duties and responsibilities as foreseen in the Manual, specifically focusing on responding to and investigating hate crimes. The workshops also helped in enhancing the communication and co-operation between the KP General Directorate and regional directorates, and served as a platform to clarify questions related to the concept of treatment of hate crimes. On 13 December, the Mission handed to the KP over 300 copies of the Manual and pull-up screens to use during hate crime-related events.

On 1 December, the Mission facilitated the presentation of the final report on hate crime victimization in Kosovo. This Mission's activity in support to the MoIA also marks the implementation of one of the key responsibilities of the MoIA under the provisions of the *Co-operation Agreement on Addressing Hate Crimes in Kosovo*. The survey was conducted in three phases and involved an international hate crime expert (man). The results provide an analysis of residents' perception towards the hate crime victimization and quality of response provided by law enforcement agencies to hate crime victims. Finally, the report helps to develop an understanding of prevalent trends of bias motivated crimes/incidents and allows the law enforcement institutions to identify gaps in the response to hate crimes.

### Other activities, including co-ordination and co-operation

On 14 October, the Mission supported the Kosovo Bar Association Mitrovicë/Mitrovica Branch to organize a roundtable on the topic of integration of the justice system. The roundtable, gathering 13 participants (2 women; 11 men) from Mitrovicë/Mitrovica region, served as an important forum for judges, prosecutors, police and lawyers to discuss the achievements, challenges and ongoing concerns regarding integration.

From 8 to 10 November, the Mission facilitated a workshop to draft the 2022 annual work plan of the Office of the Prime Minister Kosovo Security Council Secretariat (KSCS). With the crucial role of KSCS in drafting, co-ordinating and monitoring the implementation of government security and safety strategies, the workshop helped nine participants (men) of the KSCS to incorporate all activities related to security policies and strategies, including those concerning capacity-building, in their annual work plan. For 2022, KSCS officials augmented their annual work plan with policy and research instruments, as well as with information on the pro-

vision of administrative and functional support to the Kosovo Security Council.

On 18 November, the Mission organized a roundtable on criminal offences against sexual integrity in Mitrovicë/Mitrovica, which served as a forum to discuss issues related to handling of cases involving sexual offences. The roundtable gathered 30 participants (17 women; 13 men) from the Mitrovicë/Mitrovica legal community, including judges, prosecutors, police officers, lawyers and victims' advocates.

On 13 December, in co-operation with the Basic Court of Gjakovë/Đakovica, the Mission held a roundtable on increasing the co-operation and co-ordination between the court, the prosecution, the regional branch of the Kosovo Bar Association and the police, particularly during the COVID-19 pandemic. The roundtable gathered 23 participants (5 women; 18 men) from the Gjakovë/Đakovica region, including judges, prosecutors, lawyers and the KP, for an active discussion on the achievements and challenges in their work. Participants discussed ways to increase co-operation between the Basic Prosecution Office and the Bar Association, with particular emphasis on cases involving pre-trial detention, the assignment of cases to prosecutors, as well as management issues to avoid delays in the cases.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

On 24 May, the Mission organized a workshop on enhancing the inter-sectoral co-operation between the prosecution and the KP on tackling organized crime. The event, gathering 13 representatives (2 women; 11 men) from the KP Directorate of Organized Crime and prosecutors from the Special Prosecution Office, aimed at identifying weaknesses and gaps in both policies and legislation, and propose solutions to overcome challenges through the exchange of best practices. The workshop enhanced the co-operation between police officers and prosecutors, served as a platform to discuss challenges encountered by the police and prosecutors in dealing with organized crime cases, and drew recommendations on what works well and what could be improved in the future.

On 26 May, the Mission organized a meeting on preventing and tackling corruption for practitioners from the KP, the Anti-Corruption Agency, the Special Prosecution, the Financial Intelligence Unit (FIU), the Kosovo Tax Administration (KTA), the PIK, the CS and the media. The meeting, gathering 16



participants (2 women; 14 men), enabled sharing of best practices in addressing corruption, and offered participants a deeper insight into specific areas of anti-corruption and compliance practices such as organizational integrity, corruption risk assessment, as well as anti-corruption compliance legal regimes and practices. Participants highlighted that a clear division of duties and responsibilities of all institutions involved in the fight against corruption, as well as co-operation and information exchange, are vital for a successful anti-corruption strategy.

From 1 to 3 June, the Mission delivered an advanced training course on preventing and tackling tax evasion and reducing informal economy. The course gathered 18 officials (2 women; 16 men) from the KP, the Customs, the KTA, the Ministry of Industry, the Food and Veterinary Agency and the Basic Prosecution Office. The course dealt with themes such as financial investigations, confiscation of proceeds of crime, identification of risks and impact of informal economy on organized crime, corruption, trafficking, and terrorist financing. The course also focused on the black economy, as a major challenge to Kosovo institutions in their efforts to rebuild and develop the economy, and on the best international standards for combating tax evasion and informal economy, including the EU legislation.

From 14 to 16 June, the Mission conducted an in-person training workshop on investigation of criminal offenses of corruption for 16 participants (2 women; 14 men) from the KP and the judiciary. The workshop's programme also contained a number of practical exercises, which allowed participants to share experiences and insights into the legal provisions and the main challenges and obstacles, and identify the way forward towards successful prevention and tackling of all corruption crimes.

From 1 to 3 September, the Mission conducted a specialized training course on management and investigation of complex cases of organized crime. The course, gathering 19 participants (4 women; 15 men), among which officers of the KP and prosecutors from the Special Prosecution Department, explored investigation management, co-ordination and communication, information and intelligence, and investigation planning. Participants also learned about surveillance, financial investigation and witness protection programmes, thus increasing their knowledge in identification and management of complex cases involving transnational organized crime and enhancing inter-institutional co-operation.

From 13 to 14 October, the Mission delivered a training workshop on copyright infringement, intellectual property, and protection of trademarks. The event gathered 17 offi-

cials (3 women; 14 men) from the KP, the KTA, the Basic Prosecution Office and the Ministry of Industry, Entrepreneurship and Trade. The workshop covered topics such as trademarks and patterns, industrial design, geographical indications, protection of copyright and related rights, and economic development in domestic and international legislation. It helped increase participants' knowledge in investigating criminal offenses that infringe such legislation, and acquainted them with major trademark challenges to Kosovo institutions in their efforts to rebuild and develop the economy.

From 6 to 10 December, the Mission facilitated a training activity on environmental crime related to organized crime, aiming to increase participants' knowledge on how to identify, prevent and combat such crimes. The activity was divided into two parts. The first part involved a specialized training course covering law enforcement subject matters for 26 representatives (2 women; 24 men), among whom were police officers, prosecutors and environmental inspectors from the Ministry of Environment, Spatial Planning and Infrastructure. The second part of the activity included 23 participants (2 women; 21 men), among whom were judges, representatives from the Ministry of Justice, the Environment Protection Agency, the municipal forestry authority Park "Shari", CSOs engaged in environmental matters, and forest guards. The second part aimed at enabling attendees to discuss and exchange experience on the current state of the environment in Kosovo, and the possibilities to adopt a multi-institutional approach against the depletion of the environment.

On 14 December, in its continuing efforts to strengthen the capacities of the FIU, the Mission equipped this institution with 10 notebook computers and 10 tablets, expected to enable its officers to effectively analyse and transmit reports, including suspicious transaction reports pertaining to money laundering and terrorist financing. This activity builds on Mission's support in facilitating the attendance of four officials (men) from the FIU in an online training course on money laundering delivered by the Association of Certified Anti-Money Laundering Specialists in late 2021.

### **Small Arms and Light Weapons**

From 29 November to 3 December, in the framework of its ExB project Support to the strengthening of the Canine (K-9) capacity of the police services to detect and confiscate SALW, ammunition and explosives, the Mission delivered a specialized training event on the anatomy of dogs to ten K9 officers and trainers (men) of the KP. The course aimed at enhancing the K9 officers' knowledge of the anatomy of dogs and the dog breeds used by police to tackle SALW, as

well as to strengthen their skills in optimizing canine use to prevent or minimize possible injuries and illnesses. Through practical exercises, the K9 officers and instructors acquired skills, which will support them in providing first aid to KP dogs, promptly detecting possible illnesses and diseases, and preventing injuries.

## Counter-Terrorism and P/C VERLT

From May to November, the Mission supported the KP in organizing seven workshops for all eight police regions to raise the awareness of LPSC chairpersons, MCSCs and community members on P/C VERLT through community policing activities. The workshops gathered 114 participants (23 women; 91 men) and focused on the *Strategy against Terrorism and Action Plan 2018-2023* and indicators that lead to terrorism, alongside the role of community safety forums in preventing VERLT. The workshops also contributed to the implementation of the *Strategy on Prevention of VERLT*, which seeks to engage communities at local level and promote discussions and multi-dimensional understanding of the threats of VERLT. A set of recommendations for inclusion of community safety mechanisms in P/C VERLT was developed during the workshops, aimed at contributing to a successful implementation of the Action Plan.

On 27 May, the Mission organized a multidisciplinary workshop on signs of radicalization and violent extremism from a faith perspective. The workshop, gathering 20 participants (11 women; 9 men) from the KP relevant departments, the Kosovo Islamic Community and its Women Department, and the AWKP, focused on the misinterpretation and misuse of religion. The purpose of the workshop was to strengthen the knowledge and capacities of the representatives from KP and religious communities in P/C VERLT, as well as in building networks for future co-operation.

From 31 May to 21 June, the Mission facilitated three seminars on the role of police, municipal representatives, community safety forums and religious community in P/C VERLT. The workshops, gathering 95 representatives (16 women; 79 men) from the media, educational institutions and others, allowed participants to discuss issues related to participation of Kosovo residents in foreign wars. Discussions included the engagement of institutions, prevention measures, and the process of integration and resocialisation of the returning fighters and their families. Representatives of the Islamic, Orthodox and Catholic communities focused their discussions on calls for promotion of peace and tolerance, as well as respect for diversity in political opinion, faith, lifestyle and social behaviour. As a follow-up, in September, the

Mission printed and disseminated 5,000 leaflets in Albanian and 1,000 in Serbian languages on the topic to the KP.

On 6 and 7 July, the Mission delivered an advanced training course on countering financing of terrorism to 14 representatives (men) of the KP Directorates of Anti-Terrorism and Economic Crimes and Corruption, the FIU, the Special Prosecutor's Office and the Basic Court in Prishtinë/Priština. The course familiarized participants with sources of information, the role of the FIU and challenges of countering terrorism financing, interagency co-operation, case management, prevention of the abuse of non-profit organizations for financing terrorism, FTFs, and new payment methods. Additionally, the course also focused on how to conduct investigations in the field of combating money laundering and terrorist financing, in accordance with the objectives of the *Kosovo Strategy and Action Plan on Prevention and Combating of Informal Economy, Money Laundering, Terrorist Financing and Financial Crimes 2019-2023*.

## Illicit Drugs and Chemical Precursors

From 14 to 15 July, the Mission delivered a training workshop to the KP Department for Investigation of Trafficking in Narcotics (DITN) on investigating illicit drug trafficking cases, particularly focusing on controlled delivery, online illicit drug orders and identification of postal deliveries, as well as identification of illegal labs. During a practical investigation exercise involving 12 vehicles, two motorcycles and electronic tracking devices, and gathering 24 officers (1 woman; 23 men) of the KP, participants were engaged in a surveillance exercise.

From 28 to 29 July, upon the request for an additional workshop from the KP, the Mission organized another two-day training workshop on investigating illicit drug trafficking cases. The workshop, gathering 24 police investigators (1 woman; 23 men) of the KP DITN, focused on the value of forensic approaches to illicit drug interdiction, transnational trafficking in narcotics, managing intelligence, as well as operative techniques and tactics. Participants were also engaged in a simulated operation on the exchange of the illicit drugs package.

From 12 to 15 October, the Mission facilitated a set of four theoretical and practical workshops on measures to be undertaken in cases of production, trade and abuse of illicit drugs. The in-person workshops, gathering 43 investigators (3 women; 40 men) from the KP DITN of all police regions, highlighted the importance of prevention measures to be undertaken by law enforcement officers regarding their per-

sonal safety and security while executing operational duties on the field. The workshops also improved the officers' investigation capacities, particularly in the search of high-risk facilities/locations such as illegal illicit drug laboratories, through a competent, confident, and ethical approach. During the practical exercises involving real case scenarios, participants were familiarized with the use of a tactical approach while engaging in high-risk situations involving search of persons, premises and vehicles.

From 20 to 28 October, the Mission facilitated four workshops on cases of production, trade and abuse of illicit drug, and how to tackle these phenomena. The workshops gathered 105 officers (23 women; 82 men) of the KP, who discussed the overall situation and specificities of the regions regarding illicit drugs, including police actions and plans to address illicit drug-related problems in partnership with other stakeholders. Participants discussed the ways and means of transporting illicit drugs, as well as the caution police officers should demonstrate during police engagements, with an emphasis on the need to improve the KP communication internally and externally. Different types of illegal drugs were presented, as well as the risks of becoming an illicit drug abuser, the potential impact of specific risks and protective factors, the age variable, and the prevention programmes in place to address all forms of illicit drug abuse.

## Trafficking in Human Beings

From 29 March to 2 April, the Mission assisted the CoE Office in Pristina in facilitating a five-day workshop and, as part of the overall endeavour to develop an integrated database for victims of trafficking, provided expertise in drafting the workshop documents. The workshop WG, consisting of representatives from Kosovo anti-trafficking institutions, drafted the data collection template for victims of trafficking and the *Administrative Instruction for Operating with the Database for Victims of Trafficking*. The WG worked on defining the template, containing data for presumed and formally identified victims of trafficking, as well as drafting the administrative instructions, required for functionalizing the database. The Mission and CoE will support the beneficiaries in finalizing the database, as well as training and equipping the personnel with ICT tools.

From 7 to 9 June, the Mission conducted a specialized training course on investigation of online human trafficking cases, and identification of cases of child trafficking for the purpose of sexual abuse and production of Child Sexual Abuse Material (CSAM), for 17 participants (5 women; 12 men) from the KP, the Special Prosecution Office and the judiciary. The



**Participants during a practical exercise on controlled illicit drug delivery training for the KP DITN, organized by the Mission on Prishtinë/Priština – Prizren route, July 2021.**

 Kosovo Police

training course programme encompassed a number of case studies, prompting relevant discussions and sharing of best practices and methodologies in tackling this phenomenon.

On 20 September, the Mission facilitated a presentation of the brochure *List of indicators for identification of smugglers and traffickers among mixed migration flows*, which it had previously drafted and printed for the KP. During the event, gathering eight officials (1 woman; 7 men) from various KP departments and divisions, the Mission delivered a presentation on the most recent trends in mixed migration flows, and on international organized crime networks and their modus operandi. It also presented the content of the brochure, expected to serve relevant institutions in the identification of smugglers and traffickers among mixed migration flows.

On 18 October, on the occasion of the EU Anti-Trafficking Day, the Mission helped the MoIA to develop and launch the anti-trafficking awareness raising campaign<sup>23</sup>. The campaign, consisting of video spots on the misuse of internet for sexual and labour exploitation, was promoted by the Mission via social media.

On 15 November, the Mission and the KP Directorate for Investigation of THB delivered copies of the *Guidelines for Journalists Reporting on Trafficking in Human Beings*, developed with the Mission's support as part of the KP engagements in awareness-raising to the Association of Journalists of Kosovo.

On 23 and 25 November, the Mission facilitated two training workshops aimed at increasing the capacities and operational skills of women in the KP (members of the AWKP), in order to strengthen their role in preventing and fighting THB. A total of 50 participants (45 women; 5 men) gained practical skills on victim identification as an essential element in addressing THB. Women police officers were familiarized with the definition of THB, the identification of potential and presumed victims of THB based on agreed indicators, and the recognition of THB cases. Furthermore, they learned how to manage THB information and where to refer presumed victims of THB.

On 15 December, the Mission facilitated the annual evaluation roundtable aimed at improving the co-operation between the KP investigators of the Directorate for Investigation of THB and officials of Public Prosecutor's Office. The roundtable gathered 17 participants (5 women; 12 men), among whom were representatives of the KP, the Chief Prosecutor's Office, and the Basic Prosecution Office in Prishtinë/Priština and Pejë/Peć. Participants discussed results achieved in 2021, identified challenges and shortcomings, and proposed ideas for concrete action regarding the way forward in investigating THB cases. The roundtable produced findings and recommendations, implementation of which will be monitored and evaluated during the 2022 roundtable.

## Cybercrime and Cyber/ICT Security

From 22 to 27 February, the Mission facilitated the attendance of two KP members (men) in an online training course on cyber/ICT threat intelligence, delivered by the SANS Institute.<sup>24</sup> The course helped participants understand and develop skills in tactical, operational and strategic level cyber/ICT threat intelligence and tradecraft, required to render security teams better, threat hunting more accurate, incident response more effective, and organizations more aware of the evolving threat landscape. Participants were taught how to gather raw information about new and old threat actors from various sources, analyse information to form the appropriate threat intelligence reports for automated security control solutions, and make appropriate security decisions.

From 22 to 27 March, the Mission facilitated the attendance of two investigators (1 woman; 1 man) from the KP Cybercrime Sector and Forensics Directorate to an online training course on smartphone forensic analysis, delivered by the SANS Institute. This course provided investigators with advanced skills to detect, decode, decrypt and correctly interpret evidence recovered from mobile devices. Investigators were introduced to the latest malware, smartphone operating systems, third-party applications, acquisition shortfalls, extraction and encryption techniques.

From 20 to 22 April, in the framework of its ExB project Capacity Building for Law Enforcement Institutions on Combating Cybercrime and Cyber-enabled Crime, the Mission delivered a training course to six investigators of cyber-related crimes (1 woman; 5 men) of the KP. The aim of the course was to help participants develop, organize, and deliver effective training on essential steps to properly handle crime scenes, specifically on preserving and collecting digital data and evidence to be used during criminal proceedings. Participants took part in practical exercises using methods and techniques applicable in European law enforcement agencies. Participants were also equipped with relevant materials, including several specialized IT applications for open source research, expected to support police investigators in the future and allow them to transfer the learned skills to colleagues.

<sup>23</sup> The videos used for the campaign are available at: <https://bit.ly/3DUf5dF>, <https://bit.ly/3JaGCQe>, and <https://bit.ly/3ALKxJi>.

<sup>24</sup> The SANS Institute is a co-operative research and education organization on information security training. With more than 165,000 security professionals around the world it provides the largest source for security certificated and offers, at no cost, the largest collection of research documents about various aspects of information security. More information at: <https://www.sans.org/about/?msc=main-nav>

From 9 to 10 June, in the framework of its ExB project Capacity Building for Law Enforcement Institutions on Combating Cybercrime and Cyber-enabled Crime, the Mission supported four instructors (men) of the KP in carrying out two training courses on handling and securing digital data and evidence on crime scenes. The courses, gathering 35 first responders and investigators (5 women; 30 men) from eight police regions, familiarized participants with the process of collecting, securing, documenting the crime scene, and packaging and transporting digital evidence in a secure manner. It also provided them with the necessary knowledge on how to effectively use digital evidence found during the investigation process.

On 20 and 22 December, the Mission organized a workshop to finalize the new *Strategy and Action Plan on Cyber Security*. The event, held in a blended format, gathered 30 participants (6 women; 24 men) from the WG representing the office of the Prime Minister, relevant government ministries, the KP, the KAF, the Regulatory Authority for Electronic and Postal Communications, the Agency for Information Society, the Kosovo Prosecutorial Council, the Mission, ICITAP and UNDP. The workshop facilitated discussions on the current situation, different new threats and trends, and the way forward in respect to ensuring cyber/ICT security in Kosovo. A similar workshop will be organized in 2022 to finalize the Strategy.

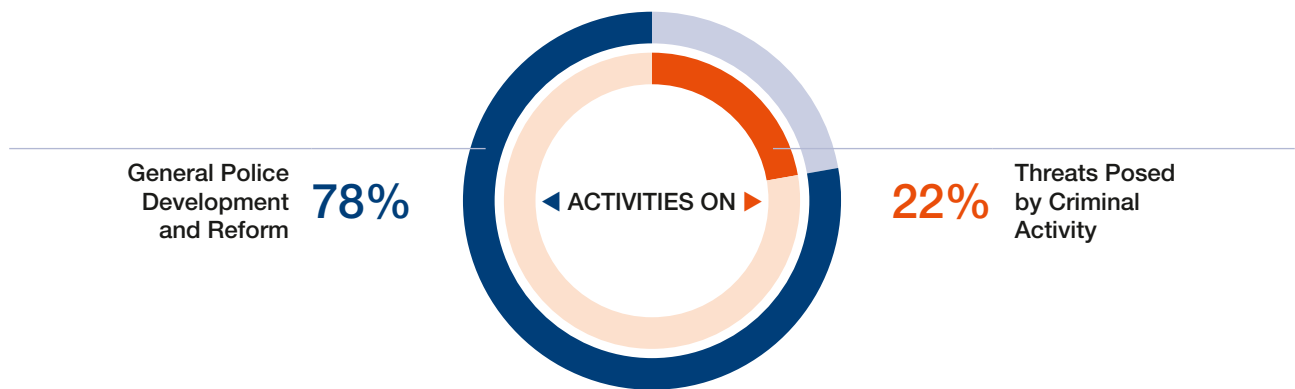
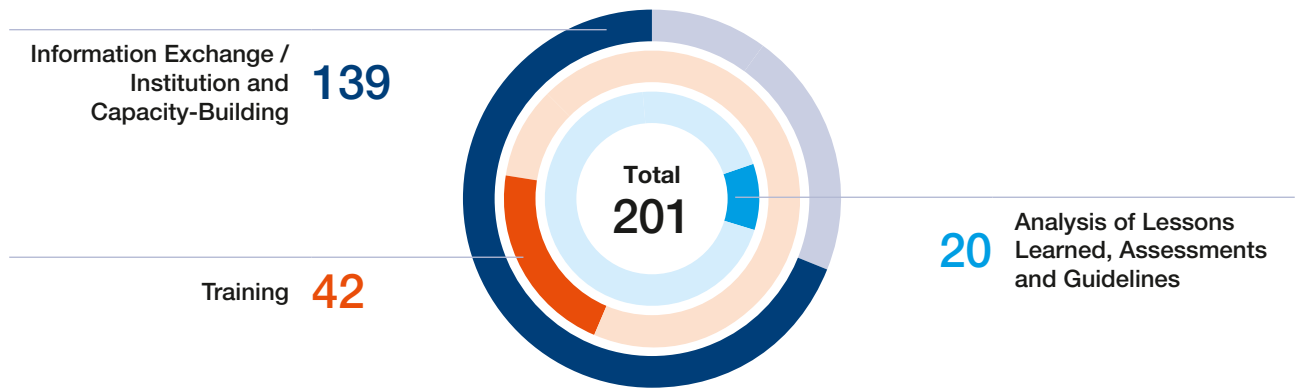
## 2021 highlight – Supporting the intelligence-led and community policing capacities of the police

With a view to continue boosting the employment of the ILP concept combined with community policing in the overall police work, the Mission supported the KP in finalizing the *Guidebook on the Intelligence Cycle* as part of the KP *Integrated Intelligence-led Policing and Community Policing Strategy and Action Plan 2021-2025*. The Guidebook will serve the police staff for education purposes and increase their capacity in improving performance in community policing, intelligence gathering, processing and using ILP products throughout the police service. The Mission facilitated eight workshops to introduce the Guidebook to 194 officers (26 women; 168 men) of the KP from all police departments, general and regional directorates, and police stations. The workshops familiarized the officers with their roles and responsibilities stemming from the Integrated ILP and Community Policing Strategy, with clear instructions on how to apply it. It also supported the printing of the Guidebook and distributing 3,000 copies in Albanian, 500 in Serbian and 50 in English languages to all police regions. To further implement the Integrated Intelligence-led and Community Policing Strategy, the Mission supported the KP in finalizing the *Standard Operating Procedure on Registration, Access and Administration of KP databases*. The SOP serves to direct and clar-

ify the authorizations, duties and responsibilities of the KP personnel based on the positions they hold and their job descriptions. In addition, the SOP harmonizes and unifies police procedures for entering into the systems, recording reports and operational police information in their areas of responsibility. Building on this, the Mission further supported the KP in finalizing a platform to feed the KP systems electronically through entry of data and information about activities, operational engagements, police reports about investigations, and other police work. Furthermore, the electronic entry of data is expected to contribute to record individual engagements of all KP employees, develop analytical reports, and in the performance appraisal process for the entire KP personnel.

Considering the above and the KP work on building internal capacities, increasing human resources in specialized units and monitoring at central level, this endeavour has largely led to increased intelligence processed by KP in both quantity and quality terms, with 11,028 reports processed in 2021, compared to 2,472 in the same reporting period in 2020.

## Mission in Kosovo – Police-Related Activities 2021



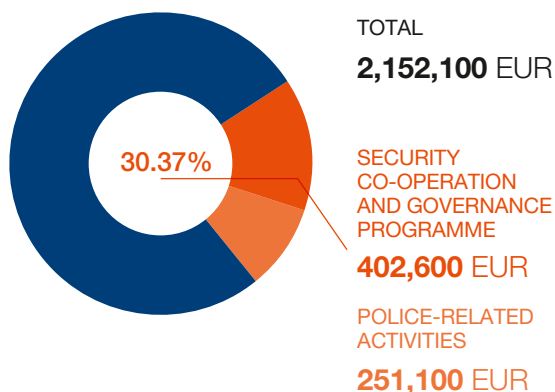
## 4.4 Mission to Montenegro

### Introduction

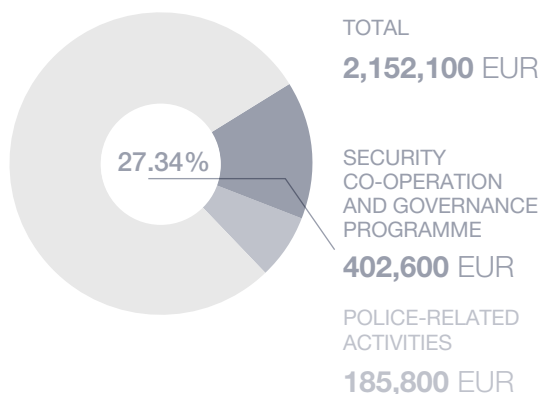
In 2021, the OSCE Mission to Montenegro (the Mission) continued assisting the host country in fostering a more accountable security sector capable of addressing serious threats and crimes, while ensuring public safety and the protection of the human rights in line with OSCE politico-military commitments. The Mission’s Security Co-operation and Governance (SCoG) Programme, consisting of two international and three national staff members, continued supporting the authorities of Montenegro in the reform process adjusting its working methods to the challenges posed by the COVID-19 pandemic.

### BUDGET (UB)\*

2021

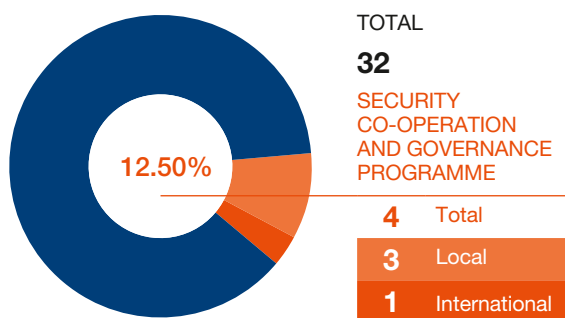


2020

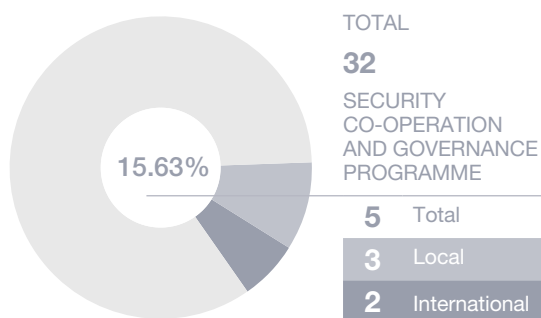


### STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Mission to Montenegro.

Over the last two decades, the police organization in Montenegro has undergone several institutional changes, from being part of the Mol to being an independent institution. In June 2021, the Parliament adopted a new Law on Internal Affairs, reintegrating the Police Directorate (PD) yet again into the Mol, two years after it was established as an autonomous entity by the previous government. The law prescribes a stronger Mol oversight over police work, while it ensures police operational independence and introducing important improvements relating to the recruitment, career path and evaluation of police officers.

## Activities Related to General Police Development and Reform

### Police Development and Reform

In October, the Mission conducted the third annual public perception survey on police work to better identify areas for future actions and overcome identified challenges. The survey found that the PD is the third most-trusted institution in Montenegro, enjoying the trust of 53.9% of respondents. This is an increase from 48% in 2020. Compared to 2020, significantly higher satisfaction scores were reported particularly in the areas of combating organized crime, corruption and illicit drug smuggling. However, there was a decline compared to 2020 in satisfaction with police performance in areas such as response to domestic violence and traffic safety. The survey found over 82% of respondents feel safe in their community and 68.6% of respondents describe the security situation in Montenegro as favourable (compared to 63.4% in 2020). It should be noted that while the level of those who have a favourable view of safety in Montenegro has increased from 2020, it is lower than in 2019, as police independence from external influences and ethics remains an area of concern for citizens. The survey also showed that 84.3% of respondents believe that women and men are equally capable of carrying out police duty, similarly to 2020.

On 8 and 9 November, the Mission facilitated a two-day workshop with a focus on human intelligence sources and use of informants. This activity was a continuation of the Mission's efforts to promote and advance ILP. The Mission provided advance training for 25 police officers (men) in the use of Geotime, a software that allows the PD Criminal Intelligence Unit to have a visual analysis of events over time and track the activities of organized crime groups.

In November, the drafts of the *Police Development Strategy 2022-2025* and accompanying *2022-2023 Action Plan* were finalized by the Mol WG, consisting of 14 representatives (4 women; 10 men) from the Mission, the Mol, the PD, the Centre for Integrity in the Defence Sector (CIDS) and ICITAP. The Strategy, expected to be adopted in 2022, articulates PD's commit-

ment to continue developing into a professional organization, capable of addressing modern security risks and challenges and respond to specific security needs. It builds on achievements, results and shortcomings identified in the *Police Development Strategy 2016-2020*, developed with the Mission's support in 2015. Consequently, the Mission will shape activities in accordance with the strategically identified priorities for the police to support the effective implementation of the new Strategy and Action Plan.

In December, the Mission supported the PD in drafting communication guidance and SOPs to increase police transparency and enhance police in-service and communication with the public, the media and during in crisis-situations. The guidance and SPOs will be used as a baseline to further elaborate and develop a four-year plan for police communications as foreseen in the new Police Development Strategy.

In 2021, following the rapid development of internet and communication technologies combined with restrictions imposed by the COVID-19 pandemic, the Mission supported the development of an e-learning platform for police officers as well as a mobile application for citizens to access police services. The Mission, jointly with Geneva Centre for Security Governance (DCAF), worked to support this initiative following the government's strategic goals for digitalization. In October, the Mission supported a working visit for a delegation from Montenegro to the Serbian Mol's Centre for e-learning and in November to CEPOL to explore e-learning management systems. In November, the Mol issued a Decision to establish an e-learning team and conducted in-service needs assessment with respect to introducing e-learning, including mandatory training on gender. As a result, building on the needs identified, jointly with DCAF, the Mission will support platform development and implementation of identified training needs for the platform management in 2022.

### Gender Mainstreaming

Currently, women compose 15% of Montenegro's police force, 13.9% of whom are in uniform, however, there are no women in senior management positions. In May, the Mission supported



the PD and the Police Academy's public information campaign to attract women to apply for a career in the police. The timing of the campaign was streamlined with the announcement of the Police Academy's call for enrolment of the new generation of police cadets. Following the call for enrolment, the Police Academy reported an increase of approximately 10% more women candidates enrolled at the Academy in 2021, 27 out of 67 (38.8%). The campaign included six 30 second videos, produced by the Mission, which promoted women as police officers and demonstrated how a career in policing represented an attractive employment opportunity for women. The materials drew on the professional and personal experiences of police officers, highlighting the importance of recruiting more women in policing. The Mission also developed a brochure and a poster with practical information about policing, as well as education and employment opportunities for police officers. The campaign was aired on six national television stations and eight billboards were posted in eight towns with police security centres throughout Montenegro as well as on social media platforms. On social media, the campaign received high exposure, with data highlighting that the majority of targeted users were women.<sup>25</sup>

The campaign triggered an exchange of regional experiences and networking events among the Women Police Associations from Montenegro and Serbia. On 14 October, the Mission and the Swedish Police Regional Project Office in Belgrade supported the first meeting of the Women Police Association from Montenegro and the Network of Women in Police from Serbia. The meeting enhanced networking and mutual co-operation of women in police regionally and exchanged best practices in empowering women within the police services.

## Specialized Investigation Units / Forensics

On 6 September, the Mission donated specialized equipment and software, including mobile equipment to detect weapons and explosives for use at crime scenes, a high-capacity digital evidence analysis workstation and a device to test mobile phones, tablets and other small electronic devices to support the PD and the Forensic Centre's capacities in combating organized and transnational crime. The equipment also included software licenses to recover digital evidence from multiple sources. Additionally, audio-video recording equipment was installed in an interview room of the Special Police Department, to ensure an accurate record of witness and suspect statements.



**Criminal police inspectors doing the fingerprint analysis in their daily investigative work, part of a video series within the "For More Women in Policing" campaign.**

 M Film Montenegro Agency

In September, the Mission also supported the upgrading of the capacities of the Forensic Centre's Ballistics and Chemical Laboratories with technical equipment and software. This was achieved by (i) upgrading a forensic comparison microscope used for examination of fired bullets and tool marks, (ii) providing an engraving tool, necessary to provide an indelible way of tracing bullet shells and projectiles, and (iii) supplying a vacuum evaporator with carbon used to prepare gunshot residue samples, which will increase its capacities to accurately identify and analyse gunshot residue found on crime scenes. The modern equipment will support the Forensic Centre's bid to internationally accredit their Ballistics Laboratory and allow the Centre to have state-of-the-art tools to investigate crimes with a firearms components.

## Activities related to threats posed by criminal activity

### Organized Crime

#### *Small Arms and Light Weapons*

In close co-operation with the SALW Commission of Montenegro, the Mission further supported their efforts in the implementation of the national *Strategy for Combating Illegal Possession, Misuse and Trafficking of SALW and Ammunition from 2019 to 2025* and the *Roadmap for a Sustainable Solution to the Illegal Possession, Misuse and Trafficking*

<sup>25</sup> Facebook, Instagram and Twitter reached 198,303 users, with 370,261 views. On Facebook, the average daily organic reach was 560 users, while the paid reach was 4,033 users, of which 53.7% were men, while 46.3% were women. On Instagram, 77.1% women viewed posts compared with 22.9% men.

of SALW and their Ammunition in the Western Balkans by 2024. The Mission contributed to the enhancement of policies and capacities of Montenegrin authorities to manage stockpiles of ammunition by supporting the drafting of the *Rulebook on safe storage of ammunition*. In October, the Mission hired an international expert (man) to support the drafting process and the WG composed of ten representatives (3 women; 7 men) from the MoD and the Mol. The draft Rulebook incorporates the latest international standards and best practices on ammunition management. Once adopted in 2022, it will serve as national policy to regulate the management practices of the army and the police.

In November, the Mission supported the national partners in developing a public awareness campaign to encourage citizens, predominantly men, to surrender their weapons to the local authorities, or legalize them by the deadline prescribed by the Law on Weapons. The Mission hired an international expert (woman) who supported the WG consisting of eight representatives (3 women; 5 men) from the SALW Commission, the Mol, the PD, and the Ministry of Economic Development, in drafting the campaign's communication strategy and plan to be launched in 2022. This project will contribute to awareness-raising activities in Montenegro, as set out in Goal 4 of the SALW Strategy 2019-2025, as well as the Western Balkans SALW Control Roadmap.

## Counter-Terrorism and P/C VERLT

On 7 and 8 June, jointly with the PD, the Mission organized a workshop for 22 representatives (12 women; 10 men) of CSOs about youth engagement in P/C VERLT. The workshop, held in Budva, stressed the youth's potential to combat radicalization and prevent violent extremism through promoting peace-building, tolerance and intercultural learning and is a prominent example of cross-programmatic activities carried out by the Mission.

From 26 to 28 October, the Mission provided support to national partners in strengthening their capacities to address VERLT by organizing a training workshop for first responders in the northern, central and southern regions of Montenegro. The workshop, gathering 38 participants (24 women; 14 men), covered the areas of risk assessments, mechanisms for combating violent extremism, network radicalization and abuse of social networks, de-radicalization and reintegration as well as relevant case studies to strengthen the capacity of participants in recognizing, suppressing and combating violent extremism among young people.

On 10 November, in close co-operation with the Mol's State Secretary and National CVE Coordinator, the Mission organized a training course on non-custodial rehabilitation and reintegration of FTFs for representatives of the Institute for Execution of Criminal Sanctions, municipal governments, social service centres and NGOs. The workshop, gathering 27 participants (15 women; 12 men), focused on instruments to screen and assess risks and needs of violent extremist prisoners, as well as the role of the Assistance and Protection Team in processing post-penal support and reintegration into the community.

## Trafficking in Human Beings

The Mission continued to promote the legal framework and recommendations for formal identification of victims of THB. In 2021, Montenegro made progress in enhancing institutional capacities to tackle THB, especially in terms of prosecution of THB cases and formal identification of victims, which resulted in more convictions and an increased number of identified victims. As prioritized in the *Strategy for Combating Trafficking in Human Beings 2019-2024* and the *2021 Action Plan*, the Mission developed training programmes for representatives from the police, the state prosecutor's office, judiciary and social workers. The Mission hosts regular co-ordination meetings to enhance inter-institutional co-ordination and co-operation to prevent and combat THB.

From 5 to 8 October, in close co-operation with the Mol's Department for Fight against THB, the Mission organized a training course on THB for police officers from police stations throughout Montenegro. The course gathered 76 participants (5 women; 71 men) who increased their knowledge on the basic THB elements, such as indicators and phases of human trafficking, differences between human trafficking and human smuggling and the protection of victims' rights. Participants also increased their competences in the identification of different types of THB, such as sexual exploitation, forced begging and forced criminality, and understood the importance of collecting and analysing gender and age disaggregated data in order to effectively prevent and detect THB.

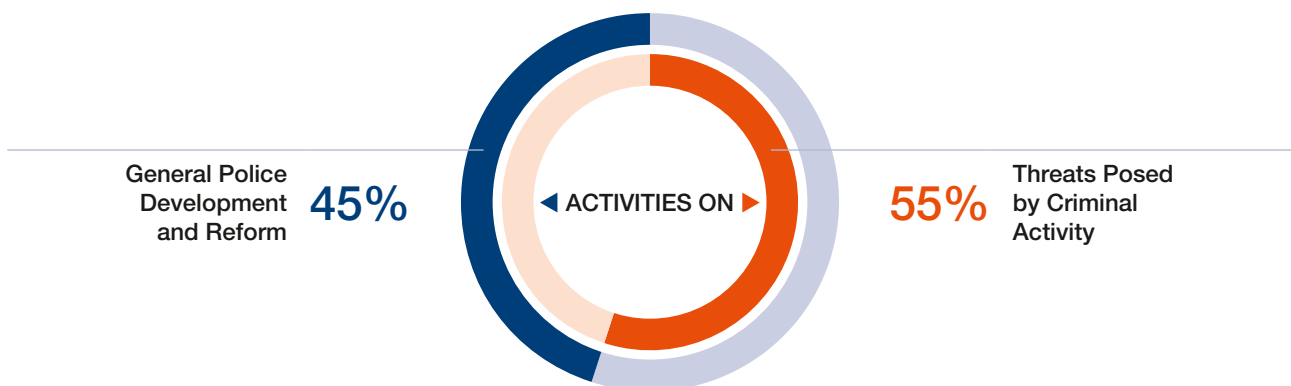
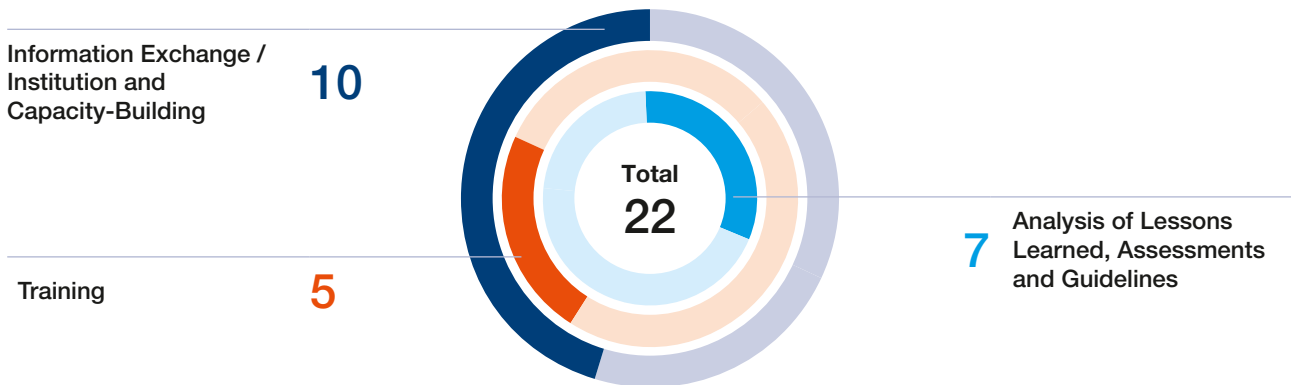
On 19 and 20 October, the Mission supported the finalization of a guidance for police officers interviewing potential victims of THB. Some 19 practitioners (16 women; 3 men) from national law enforcement agencies worked with an expert (woman) to finalize the guidelines, which include a standardized set of questions for police officers conducting interviews with victims of THB. The guidance will enable law enforcement officers to identify victims of trafficking and enhance their ability to ensure the respect of victims' rights.

## Cybercrime and Cyber/ICT Security

In 2021, the Government of Montenegro has committed to strengthening its national cyber/ICT security capacities. Montenegro used its 2021 presidency of the Southeast Europe Police Chief's Association (SEPCA) to bring together representatives from Albania, Bosnia and Herzegovina, Moldova, North Macedonia, Romania, Slovenia and Serbia to explore how to develop a regional approach in addressing cybercrime.

On 23 to 24 September, the Mission supported the MoI and the PD in organizing a two-day conference where 31 participants (13 women; 18 men) examined how to counter online radicalization leading to violent extremism and online sexual exploitation of children and enhance the capacities of SEPCA member states to address these threats. While reinforcing national responses, the possibility of a regional response through the joint exchange of data was also discussed. The discussion was focused on good practices and was facilitated by TNTD, Europol, the International Centre for Missing and Exploited Children and the NGO Parents from Montenegro. The conference concluded with a renewed commitment to a regional co-operation in countering cybercrime and in fostering the new relationships formed during the event.

### Mission to Montenegro – Police-Related Activities 2021



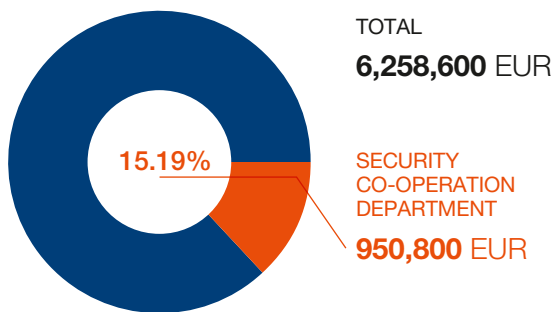
# 4.5 Mission to Serbia

## Introduction

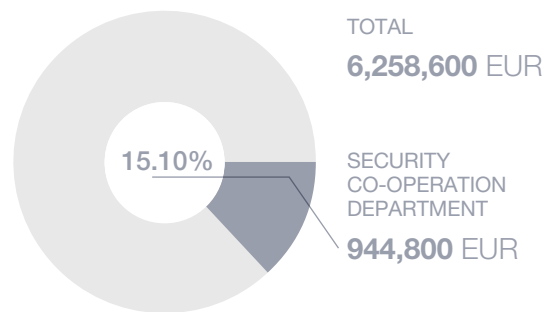
The OSCE Mission to Serbia (the Mission) was established in 2001 with the mandate to assist the host authorities in, *inter alia*, the restructuring and training of law enforcement agencies and the judiciary.

## BUDGET (UB)\*

2021

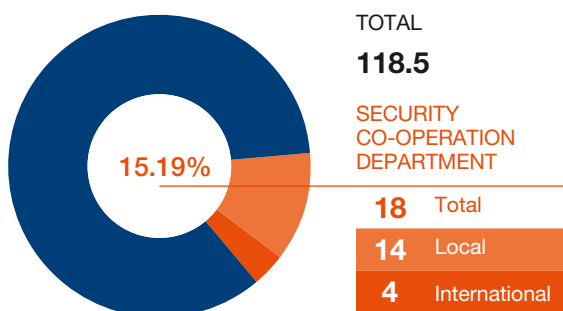


2020

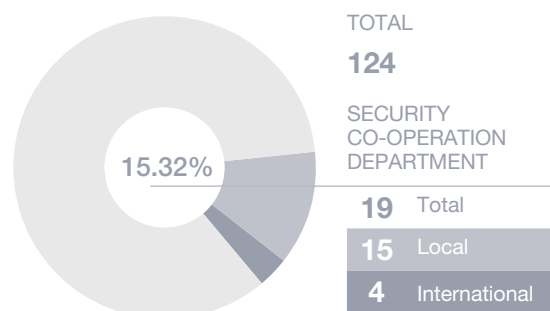


## STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Mission to Serbia.

In 2021, the Mission applied a comprehensive and inclusive approach to co-operation in the security sector in Serbia, linking the reform process to the areas of criminal justice, law enforcement, democratic control of security, and community participation. The Mission's Security Co-operation Department, consisting of four international and fourteen national staff, continued supporting Serbia's authorities in the reform process despite the COVID-19 pandemic.

Adjusting its working methods to the challenges posed by the pandemic, the Mission assisted the host country in fostering a more accountable security sector, able to address serious threats and crimes, while ensuring public safety and the protection of human rights of all citizens. The Mission's assistance focused on: improving internal control and police accountability systems; embedding community policing in crime prevention through partnerships with local self-governments and CS; fostering regional co-operation in combating transnational and organized crime; developing a holistic approach to P/C VERLT; enhancing inter-agency co-operation to increase and improve prosecution of corruption and economic crimes, including money-laundering; building police capacities in cyber forensics and investigating cybercrime; promoting the OSCE's comprehensive approach to co-operation in the security sector; strengthening the mechanisms responsible for the protection of victims of THB and supporting the implementation of the Strategy and Action Plan to Prevent and Suppress Human Trafficking, with a particular focus on combating trafficking in women and children; and controlling SALW.

## Activities Related to General Police Development and Reform

### Police Development and Reform within Security Sector Reform

On 7-8 September in Belgrade, 13-14 September in Sokobanja, 21-22 September in Novi Sad, and 28-29 September in Zlatibor, the Mission and the Mol organized eight capacity-building workshops for the Mol's Department for Data Processing, Complaints and Co-operation with Independent Bodies. The events focused on processing complaints against police work and personal data protection. The interactive workshops gathered some 270 officers (90 women; 180 men) authorized to process complaints against the work of the police and personal data protection focal points from the respective police districts.

### Human Resources / Police Management

To increase the police service's representativeness, from 25 April to 5 May, following the open call for applications to enroll in basic police training, the Mission supported the vocational police association European Police Officers of National Minorities in organizing preparatory workshops to help applicants from national minorities prepare for the entrance exam. Held in Belgrade, Bor, Jagodina, Leskovac, Niš, Novi

Sad, Požarevac and Vranje, the workshops gathered 93 applicants (25 women; 68 men). Simultaneously, the same workshops were provided online to 149 applicants (39 women; 110 men).

From 12 to 14 July, through a three-day seminar in Belgrade, the Mission supported six members (5 women; 1 man) of the Mol's Centre for Police Training in advancing their skills in the production of high quality training and learning material through the application of diverse sound, photo, and text editing software. The skills gained at the seminar will advance the competences of the Mol's training professionals in the design and development of learning material and its use in e-learning and blended learning formats on topics ranging from combating corruption and data protection to crime scene investigation and forensics.

To assist the Mol in increasing its efficiency and effectiveness to co-ordinate and manage all aspects of international co-operation and assistance, from 19 to 23 July and from 13 to 17 December, jointly with the Mol's Sector for International Co-operation, European Affairs and Planning, the Mission organized four capacity-building events on managing online meetings and events. The events, held in Srebrno Jezero, gathered 36 staff members (24 women; 12 men) of the Mol. In the context of the COVID-19 pandemic, the Sector is facing a growing demand to be effective and pragmatic, while consistently executing the Ministry's international co-operation priorities. For this reason, the Mission recognized as essential to enhance the capacities of Mol key staff to adjust

to the new working environment, while maintaining the same level of efficiency and effectiveness.

From 4 to 15 October, the Mission supported the Mol in organizing a two-week training evaluation course to strengthen police training capacities. The course gathered 10 members (7 women; 3 men) of the Mol's Centre for Police Training/Sector for Human Resources Management, and focused on evaluating the impact of training in various areas of the Mol's work, such as organized crime, anti-corruption, community policing, and police accountability. In December, the Mission assisted the Mol to finalize the *Training Evaluation Course Manual*, contributing to the sustainability of the comprehensive Training Development Programme, jointly implemented by the Mission and the Mol.

From 16 to 19 December, in Vrnjačka Banja, the Mission facilitated a four-day retreat for 14 members (8 women; 6 men) of the vocational police association European Police Officers of National Minorities. With the Mission's support, the association took stock of efforts in engaging with national minority candidates to apply to basic police training in 2020 and 2021. The association also developed its new Action Plan, addressing the best approaches and lessons learnt in working with youth and encouraging the representation of women belonging to national minorities in the police service. The Action Plan will be shared with the Mol in 2022.

## Human Rights and Police Accountability

From 29 June to 9 December, jointly with the Mol's Sector for Internal Control, the Mission organized three online training courses on anti-corruption risk assessment for 226 police officers (66 women; 160 men). The participants were representatives of the WG on corruption risk assessment, established within each line of work of the General Police Directorate. In addition to the Mol, the Mission collaborated with DCAF, the Romanian Anti-Corruption General Directorate, and the Serbian Agency for Prevention of Corruption in organizing this activity, to enhance police accountability.

## Anti-Corruption

From March to June, under the second phase of the project Enhancing the capacities of Serbian police to fight corruption and jointly with the Mol, the Mission transformed the specialized training course curriculum on the prevention and suppression of corruption cases into an online training. Seven police officers (2 women; 5 men), who are financial forensic experts, optimized the curriculum for online learn-

ing. The experts recorded video lectures and uploaded them on the Mol's online learning platform. Having this specialized online course available to all present and prospective staff of the Mol's Anti-Corruption Department, has strengthened the sustainability of the Mission's efforts invested in this particular area.

From 15 to 17 June, under the second phase of the project Enhancing the capacities of Serbian police to fight corruption and jointly with the Mol, the Mission organized a two-day online training course on the detection and prevention of the use of cryptocurrencies for illicit activities, primarily money laundering. The event gathered 21 police investigators (7 women; 14 men) from the Mol's Anti-Corruption Department. Guided by two international experts (men), participants increased their knowledge of cryptocurrencies and the associated risks related to the implementation of the newly adopted Law on Digital Assets. Participants also explored the legislative framework, and learnt how to trace illicit financial flows channelled through cryptocurrencies.

On 21 June, the Mission held an official closing event of the project Enhancing the capacities of Serbian police to fight corruption. The results of the project included (i) 130 police officers and prosecutors were trained to investigate corruption, financial fraud and economic crime, (ii) 14 police investigators obtained international certifications as money laundering specialists or anti-fraud examiners, (iii) 12 participants, who earned international certificates, became Mol's official trainers and will continue providing training to their colleagues, thus ensuring the sustainability and local ownership of the project, (iv) prevention and suppression of corruption related cases training curricula were transferred to an online mode and uploaded to the Mol's e-learning platform.

On 29 October, the Mission presented its assessment of the implementation of the Law on Organization and Jurisdiction of Government Authorities in the Suppression of Organized Crime, Terrorism and Corruption, which entered into force in 2018. The report analyses the work of the newly established specialized anti-corruption departments in the Mol and the prosecution, issuing recommendations to further improve their work. The event gathered 35 judges, prosecutors and members of the specialized anti-corruption departments (8 women; 27 men) at the Mol as well as the Head of Mission who addressed the participants.

In December, jointly with the Republic Public Prosecutor's Office (RPPO) and the Mol, the Mission finalized the development of the Handbook on establishing and managing task forces with the aim to improve the enforcement of the anti-corruption legislative framework. The Handbook, produced by a multi-stakeholder expert group, offers (i) a typol-

ogy of cases in which the task forces should be established, (ii) the methodology for their establishment, including the procedures that should be followed, and (iii) guidance for determining the task forces' members, management and other relevant issues. The Mission will assist the national authorities to print the Handbook in 2022.

## Community Policing, Police-Public Relations and Crime Prevention

From April to December, the Mission and its implementing partner, the CSO Centre for Positive Youth Development, implemented the joint project Preventing risky behaviour among children and youth in Serbia through sports and education – Follow-up: Recommendations for the implementation of the project activities during and after the COVID-19 pandemic. The aim of the project was to provide the school staff with practical recommendations and tools for organizing preventive activities in the evolving circumstances caused by the COVID-19 pandemic. The project included an online research among 916 teachers (777 women; 139 men) from 271 primary schools in Serbia on the effects that the COVID-19 pandemic had had on the educational process in the country. The project produced three publications<sup>26</sup> on preventing risky behaviour among youth, which were shared with the Ministry of Education, Science and Technological Development (MoESTD). The Ministry will distribute the publications to schools across the country in 2022.

From 27 to 28 April, jointly with the Department for Prevention and Suppression of Juvenile Crime, the Mission organized a workshop for 12 juvenile crime police officers (8 women; 4 men) from Belgrade, Kragujevac, Niš, Novi Pazar, Novi Sad and Subotica. Facilitated by experts from the Mol, the MoESTD and the CSO Friends of Children of Serbia, the online workshop equipped the police with the skills needed to work with youth.

From 10 to 11 June, jointly with the Mol's Service for the Prevention of Drug Addiction and Suppression of Narcotics, the Mission organized a workshop for 11 participants (7 women; 4 men) to revise and update the curricula for training of school police officers on illicit drug prevention. The Mol's Community Policing Department, the Department for Prevention and Suppression of Juvenile Crime, together with the experts from the MoESTD and UNODC, revised and updated the following curricula topics: health risks resulting from illicit drug use; young people and illicit drug-related offences; risk and protective factors for problematic illicit drug use; re-



**A training course for school police officers on best practices in preventing illicit drug use and the correct application of police powers in a school environment, organized jointly by the Mission and the Mol, Belgrade, 5-7 July 2021.**

✉ Milan Obradovic

sponding to drugs incidents on or around school premises; the role of the police in reducing the harm stemming from illicit drug use; and effective preventive practices.

On 29 June, jointly with the Mol, the MoESTD and the CSO Friends of Children of Serbia, the Mission organized a workshop for 18 participants (8 women; 10 men), including juvenile crime police officers from the Belgrade police district, to develop the guidelines on working with youth on crime prevention and receiving feedback from young people on the planned approach.

From 5 to 7 July, jointly with the Mol's Service for Prevention of Drug Addiction and Suppression of Narcotics, the Mission organized the first training for school police officers. A total of 25 school police officers (15 women; 10 men) from the Belgrade police district learned more about the risk factors for young people entering into illicit drug dependence, the correct application of police powers in a school environment, and best practices in preventing illicit drug use.

From July to November, in partnership with the Mol, the Firefighting Association of Serbia and the Standing Conference of Towns and Municipalities, the Mission organized a series of six workshops promoting voluntary firefighting in local communities. The workshops, gathering a total of 154 participants (16 women; 138 men), raised local decision makers' awareness of the legislation governing voluntary firefighting and on best practices in financing it.

<sup>26</sup> The electronic versions of the documents in Serbian language are available on the website of the CSO Center for Positive Youth Development: <https://cepora.org/en/prirucnici-za-nastavnike/>

On 11 August, jointly with the National Youth Council of Serbia (KOMS), the Mission organized a closing event awarding the participants of the project on promoting youth safety. Out of 73 submissions, the three best multi-media, graphic and essay works on the topic “What is safety for you?” were selected. The awardees discussed the issues of youth safety with the Head of Mission and the KOMS Secretary General at an online award ceremony.

On 24 August, jointly with the Mol, the MoESTD, and the CSO Friends of the Children of Serbia, the Mission organized a workshop for nine juvenile crime police officers (5 women; 4 men) from Belgrade, Kragujevac, Niš, Novi Pazar, Novi Sad and Subotica. The workshop served as final preparation for the police officers to define the guidelines and practice the scenarios before the autumn rollout of workshops in their local communities.

On 4 and 5 October, the Mission supported the Mol's Criminal Investigations Directorate and its Department for Prevention and Suppression of Juvenile Crime, to deliver the first out of the planned six workshops for youth on juvenile crime prevention, entitled My Right to Know my Rights and Obligations. Due to the COVID-19 pandemic, the workshops were organized in an abbreviated format for 20 participants (9 girls; 11 boys) from two high schools. Facilitated by experts from the Mol, the MoESTD and the CSO Friends of Children of Serbia, the workshops tackled various aspects of juvenile crime prevention through an interactive approach, with the aim to inform high school students of their rights and responsibilities in contact with the police. To promote the project, the Mission also supported a billboard campaign in central locations in Belgrade, featuring the project's key messages, as well as the printing of t-shirts for all workshop participants. The remaining five workshops were postponed to 2022 due to the COVID-19 pandemic.

From 12 to 14 October, together with the Mol's Service for Prevention of Drug Addition and Suppression of Narcotics, the Mission organized the second training for school police officers, in Zlatibor. Some 25 school police officers (men) from Bajina Bašta, Čačak, Novi Pazar, Prijepolje, Sjenica and Užice learned more about the risk factors for young people entering into illicit drug dependence. The Mission also supported the printing of 1,000 copies of illicit drug-awareness posters. The aim was to inform the public of the hazards stemming from illicit drug abuse, and to raise awareness and knowledge of the nature and extent of types of illicit drugs, illicit drug addiction, and their effects on individuals, families, and communities. This material was distributed among police officers, teachers, parents, social services, and local community offices. The content of the poster was developed

in close co-operation with the Ministry of Health and the poster was published on the Mol website.

From 16 to 19 November, the Mission supported the Mol's Department for Organization, Prevention and Community Policing to organize two rounds of training courses on the concept of community policing and its practical aspects. The workshops, gathering 46 police supervisors (2 women; 44 men) from the Belgrade, Pančevo and Šabac police districts, equipped the participants with necessary knowledge on community policing, enabling them to provide support to the community policing officers within their police districts.

On 2-3 December, in Kragujevac, the Mission organized the initial workshop for the Mol's WG tasked to draft the strategic plan for the development of voluntary firefighting in Serbia. The Mol established the group consisting of 19 members (7 women; 12 men).

In December, the Mission commissioned a national-level survey on citizens' attitudes towards the work of the police. The sample encompassed 1,000 respondents using the methodology of structured questionnaire and person-to-person interviews in direct contact with the citizens across the country. This was the fourteenth annual survey the Mission has commissioned since 2008. In addition to questions about the perception of the police work, it included questions regarding the security situation, including those related to the COVID-19 pandemic and the implementation of the *Strategy on SALW Control in the Republic of Serbia*.

## Gender-based Violence

From June to December, jointly with its implementing partner the CSO FemPlatz, the Mission implemented the project Safe Cities for Women and Girls to improve the safety of women in public spaces. The project aims to build capacities of local actors from three local self-governments, namely Kraljevo, Pančevo and Zemun, on the safety of women and contributed to improving local co-operation of different local stakeholders on the issue of women's safety. Direct beneficiaries of the capacity-building component were local gender equality mechanisms, municipal safety councils, and social welfare institutions. The advocacy component of the project aimed at improving local co-operation on women's safety and gender equality. The project produced concrete recommendations to local authorities, with regard to the mechanisms of involving women in local planning.

On 1 July in Subotica and on 13 July in Kragujevac, the Mission and the Commissioner for Protection of Equality organized two consultative meetings and focus groups with



local self-governments to support the implementation of the National Action Plan on the UNSCR 1325 on Women, Peace and Security. The events served to address relevant challenges in the second National Action Plan's implementation from the perspective of local self-governments, and provided lessons learned that will be useful in drafting the third National Action Plan. Some 32 representatives (women) of local self-governments - focal points on gender equality and security - participated in consultative meetings aiming at underlining the purpose and comprehensiveness of the women, peace, and security agenda.

## Hate Crime

On 24 March, the Mission's Democratization and Security Co-operation programmes facilitated communication between ODIHR, the World Jewish Congress and the Serbian MoI regarding the organization of ODIHR's online event titled Raising Awareness and Building Effective Communication between the Law Enforcement and the Jewish Community in Serbia. Two police officers and one prosecutor (2 women; 1 man) attended the online event. On the occasion, ODIHR presented its practical guide *Understanding Anti-Semitic Hate Crimes and Addressing the Security Needs of Jewish Communities*.

On 1 and 2 July, in Vrdnik, jointly with the Commissioner for Protection of Equality and the MoI, the Mission organized a workshop for the police on recognizing discrimination and providing adequate response. The aim was to build the police capacities to identify various types of discrimination and to provide an adequate response. Through cross-departmental co-operation between the Mission's Security Co-operation and Democratization Departments, the training also included the topic of hate crimes. A total of 24 police officers (8 women; 16 men) from Belgrade, Sremska Mitrovica and Šabac attended the event, including police officers from the MoI's Emergency Sector.

From 7 to 10 December, the Mission organized a training session on preventing peer violence for ten representatives (7 women; 3 men) of municipal safety councils from Čačak, Leskovac, Mionica, Pirot and Veliko Gradište. They exchanged experiences in addressing youth violence and other safety concerns in their local communities, and learned to conduct violence prevention workshops with schoolchildren.

## Specialized Investigations Units / Forensics

From June to July, in co-operation with the MoI's National Forensic Center (NFC), the Judicial Academy and the RPPO, the Mission organized four online training events for a group of 120 forensic technicians and prosecutors (36 women; 84 men) to strengthen the capacity of the police and prosecutors to conduct crime scene investigation and collect material evidence. In October and November, this was followed by a series of in-person advanced practical training sessions on forensic techniques, attended by 122 MoI's forensic technicians and prosecutors (30 women; 92 men).

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

On 23 February, on 29 September and on 3 November, the Mission supported three on-line meetings of the Executive Board of the PCOCP, a network of 13 organized crime prosecution offices from the region and the EU. The Executive Board brought together its four members from Montenegro, North Macedonia, Romania and Serbia. Supported by the Mission, the PCOCP's Secretariat, hosted by the Serbian Prosecutor's Office for Organized Crime, facilitated all the meetings, which hosted, among others, the Deputy Prosecutor from the Italian Anti-Mafia and Counterterrorism Directorate.

On 27 April, as a part of its support to TNTD/SPMU's ExB project on asset recovery in South-Eastern Europe<sup>27</sup>, the Mission supported the organization of the 6th PCOCP meeting. The meeting, held online, gathered representatives of 13 organized crime prosecution offices from the region and the EU. On this occasion, the Austrian Prosecution Office expressed its willingness to sign the Declaration of Intent and become the 14th member of the PCOCP.

On 5 May, as a part of its support to the above-mentioned regional ExB project, the Mission supported the organization of an online national workshop on social re-use of confiscated assets from organized crime. Representatives from the Serbian Directorate for the Administration of Seized Assets, eight local CSOs and OSCE experts discussed opportunities and modalities for social re-use of assets confiscated from organized crime.

<sup>27</sup> The project is implemented jointly by TNTD/SPMU and OCEEA.

On 8 and 9 June, as a part of its support to the above-mentioned regional ExB project, the Mission supported the regional workshop on social re-use of confiscated assets and the involvement of CSOs therein. The two-day workshop aimed to strengthen the involvement of CSOs from South-Eastern Europe in the topic and foster co-operation between CSOs and government agencies to effectively implement the social re-use practices.

On 17 September, in its continued effort to support a platform for co-operation with and among police liaison officers accredited to Serbia, jointly with UNODC, the Mission organized the fourth co-ordination meeting with police liaison officers. The meeting gathered 11 liaison officers (4 women; 7 men) from nine countries, and two representatives (men) from UNODC. The purpose of the meeting was to give updates and discuss recent initiatives and potential for co-operation in various areas of combating organized crime, financial crimes and corruption, migrant smuggling and THB, illicit drugs and firearms trafficking, terrorism as well as cyber-crime and cyber/ICT security.

From 11 to 15 October, as a part of its support to the above-mentioned regional ExB project, the Mission supported a five-day online training course on Open Source Investigation for 12 financial investigators (3 women; 9 men) from the MoI's FIU.

On 19 November, as a part of its support to the above-mentioned regional ExB project, the Mission supported a technical briefing on transnational organized crime, showcasing the achievements of the asset recovery project. On this occasion, the Mission supported the participation of the Deputy Republic Public Prosecutor as a panellist.

On 6 December, as a part of its support to the above-mentioned regional ExB project, the Mission supported the organization of the 7th PCOCP Annual Meeting, held online and gathering representatives of 11 prosecution offices. The PCOCP Secretariat, hosted by the Serbian Prosecutor's Office for Organized Crime since 2017, gave an overview of their work in the last four years. Following the voting, the participating prosecution offices' representatives decided that the Special Prosecutor's Office of Bulgaria would be the next host of the PCOCP Secretariat. The prosecutors also discussed the possible expansion of the PCOCP and agreed that the invitation to participate will be sent to the Czech Republic and Slovakia.

From 13 to 17 December, the Mission organized seminars for the police, prosecutors and judges on the new legislative solutions stemming from the Law on Digital Assets (developed with the Mission's support in 2020) and the corre-

sponding amendment to the Law on Anti-Money Laundering/Countering Financing of Terrorism. A total of 112 participants (48 women; 64 men) learned more about digital currencies, the scope of digital asset crimes, and ways to investigate crimes related to digital assets.

In 2021, continuing to boost the capacities of the Serbian authorities to combat corruption-related offences and economic crime, the Mission supported 5 police investigators (2 women; 3 men) from the MoI's Service for Combating Organized Crime to attend accredited courses for CFE and CAMS. The two courses were part of the educational programme of the internationally recognized United States-based Association of Certified Fraud Examiners and the Association of Certified Anti-Money Laundering Specialists. In June, the Mission received the list of nine interested police investigators who were tested, of which five were selected to attend the courses, three for CFE and two for CAMS. The Mission also engaged five previously certified financial forensic experts (1 woman; 4 men) as mentors, tasked to assist the candidates in understanding the online courses and to monitor their work online during the study period. In November, one candidate passed the exam and became a CFE.

### **Small Arms and Light Weapons**

On 6 and 7 July, Mission representatives attended the 5th Regional Co-ordination Meeting on the Implementation of the *Roadmap for a Sustainable Solution to the Illegal Possession, Misuse and Trafficking of SALW and their Ammunition in the Western Balkans by 2024*. The co-ordination meeting gathered 130 representatives (45 women; 85 men) from national SALW commissions, international and inter-governmental organizations, as well as the donor community. The aim of the meeting was to present key findings stated in the *Fifth Regional Roadmap Progress Report*, and to discuss progress, challenges and plans in the implementation of the Roadmap's goals. Participants had the opportunity to receive updates from the OSCE, NATO and the UN related to funding mechanisms and tools established in support of the implementation of the Roadmap, as well as to receive updates given by donors on current or new planned funding in the field of SALW control.

On 15 and 16 September, the Mission organized a kick-off workshop on advanced practices to prevent the misuse of SALW. Organized in partnership with the MoI within the ExB project Support to designing and implementing awareness raising campaigns on SALW control in Serbia, the two-day workshop gathered 20 international experts, CS and institutions representatives (9 women; 11 men) responsible for the implementation of the *2019-2024 Strategy for SALW Control* in the Republic of Serbia.

From 19 to 21 October, in Skopje, the Mission expert staff attended the Regional WG Meeting on developing the *Operation Manual and Rules of Procedure for the National SALW Commission of North Macedonia*. The event was organized within the project implemented by the OSCE Mission to Skopje entitled Assisting the national authorities of the Republic of North Macedonia to decrease the risk of weapon proliferation and misuse of SALW.

## Counter-Terrorism and P/C VERLT

On 23 April, jointly the Ministry of Human and Minority Rights and Social Dialogue, the Mission organized an online consultative meeting with 43 participants (22 women; 21 men) from CSOs and line ministries responsible for the implementation of the *National Strategy for the Prevention and Countering of Terrorism*, to support an inclusive and comprehensive approach to P/C VERLT. The Mission also shared a presentation of the whole-of-society approach to VERLT prevention, along with its key gender related aspects, prepared by the TNTD/ATU.

In 2021, the Mission supported the dedicated inter-sectoral governmental WG tasked to produce a by-law - the Regulation on the Identification of Sectors, Criteria for the Identification of Critical Infrastructure and the Methods of Reporting - which would define the criteria for determining critical infrastructure in each of the eight areas listed in the Law on Critical Infrastructure. To this end, the Mission provided its expert support to the WG in the drafting process and facilitated two workshops; the first one on 4-5 August in Palić and the second one on 30-31 August in Kragujevac, assisting the group to finalize the by-law and submit it for approval in September. Additionally, the Mission supported the finalization of two pieces of secondary legislation; (i) the rulebook on methodology, development method and content of the security plan of the risk management operators, and (ii) the rulebook on the process and programme of certification of liaison officers for critical infrastructure.

From 5 to 8 October in Ečka, 13 to 15 October in Novi Sad, and 20 to 22 October in Vrnjačka Banja, jointly with the Mol, the Mission organized three training seminars for the Ministry of Finance, the Ministry of Public Administration and Local Self-Government and the Ministry of Culture and Information on co-operating in preventing VERLT. A total of 46 participants (27 women; 19 men) learned about various aspects of terrorism financing and early detection of VERLT.

On 25 and 26 November, jointly with the Ministry of Human and Minority Rights and Social Dialogue and TNTD/ATU, the Mission organized a national seminar on the whole-of-so-

ciety approach to preventing VERLT. The event gathered 70 participants (33 women; 37 men), among whom were high-level representatives of line ministries in the security, health, education and culture sectors, representatives of the UN, the OSCE, CS and academia. The seminar fed into the ongoing revision of the *National Strategy for the Prevention and Countering of Terrorism*, and its *Action Plan*.

## Illicit Drugs and Chemical Precursors

On 19 and 21 October, the Mission organized two specialized training seminars on identifying new forms of synthetic illicit drugs and psychoactive substances, for 30 participants (19 women; 11 men) from the Mol's NFC.

During November and December, the Mission supported the governmental Office for Combating Drugs to evaluate the *2014-2021 National Strategy for Prevention of Drug Abuse* in the Republic of Serbia. The evaluation process was conducted through a review of available documents and reports related to the fight against illicit drug abuse. The evaluation process entailed interviews with key national stakeholders such as representatives of competent ministries and other state bodies, professional institutions and CSOs. The evaluation report contains findings and recommendations on the illicit drug abuse situation in Serbia. The European Monitoring Centre for Drugs and Drug Addiction (EMCDDA) provided expert comments, which were incorporated into the final version of the evaluation report.

## Trafficking in Human Beings

On 7 April, jointly with the Serbian Task Force for Combating Human Smuggling, the Mission organized an online operational meeting of six police investigators (1 woman; 5 men) and two prosecutors (1 woman; 1 man) from Hungary, North Macedonia and Serbia, who investigate and prosecute organized crime groups involved in the smuggling of migrants. The participants exchanged information on recent trends in migration flows and methods used by organized crime groups.

On 31 May, within the second phase of its multi-year ExB project Strengthening regional co-operation to fight organized crime groups dealing with smuggling of migrants, the Mission organized a ceremonial handover of duties from the current Head of the Serbian Task Force to his successor, the Deputy Prosecutor for Organized Crime. The event was attended by 18 senior law enforcement officials (2 women; 16 men) from Hungary, North Macedonia and Serbia.

On 10 June, in Belgrade, within the second phase of the above-mentioned ExB project, the Mission organized an operational meeting of the police and prosecutors from Hungary, Serbia and, for the first time, Romania. Some 12 police officers and prosecutors (men) exchanged the latest operational information related to cases they were working on, the current trends and modi operandi used by migrant smugglers in the three respective countries, and discussed the links between the cases of human smuggling and THB. On 23 November in Budapest, the Mission organized a second operational meeting of 13 police officers and prosecutors (2 women; 11 men) from Hungary, North Macedonia and Serbia.

On 30 July, in partnership with the Centre for Protection of THB Victims and the Serbian Red Cross, the Mission marked the World Day against Trafficking in Persons with an outdoor campaign dubbed “I am not for sale – Stop human trafficking”. Information stands set up in central Belgrade distributed information leaflets, posters and promotional material raising awareness on THB risks and informing about the Centre’s activities and the helpline number. The posters were also distributed to centers for social welfare across Serbia.

On 23 and 24 September, in Belgrade, jointly with the Mol and the OSR/CTHB, the Mission organized a regional conference on enhancing institutional responses to preventing and combating THB in supply chains. The event gathered 48 participants (27 women; 21 men) including national co-ordinators for combating THB from Bosnia and Herzegovina, Croatia, Montenegro, North Macedonia, and Serbia, as well as the Serbian Police, prosecutors, judges, CSOs, the Serbian Chamber of Commerce, the Procurement Commission and other stakeholders relevant for the prevention of THB for the purpose of labour exploitation in supply chains.

On 18 October, jointly with the Centre for Protection of THB Victims, the Mission organized a training seminar to support building institutional capacities in the protection of victims of THB for 20 employees (13 women; 7 men) of centres for social welfare and shelters for children and the elderly. The aim of the seminar was to train the participants on recognizing signs of THB and conducting preliminary victim identification.

On 7 December, in Subotica, jointly with the Centre for Protection of Victims of THB, the Mission organized a training seminar on the preliminary identification of THB victims for 18 employees (17 women; 1 man) of centres for social welfare, elderly and children. Participants learned about the SOPs for identifying, interviewing and assisting potential THB victims. From 9 to 11 December, in Vrnjačka Banja, the Mission also organized a project development course for 11 employees (9

women; 2 men) of the Centre, to assist them in successfully applying for donor funding.

## Cybercrime and Cyber/ICT Security

On 9 and 10, and 23 and 24 September, jointly with the Mol, the Mission organized two training courses on collecting and documenting information from open source databases towards effective investigation of cybercrime. Some 16 officers (3 women; 13 men) from the Kikinda, Leskovac, Niš, Pirot, Sombor, Subotica and Vranje police districts took part in these courses, held as a follow-up to the training implemented between 2018 and 2020. As per 2021, a total of 110 participants (34 women; 76 men) have completed the training.

On 20 and 21 September, in Palić, the Mission facilitated a meeting of the Cybersecurity Network Foundation, gathering a group of 19 national cyber/ICT security stakeholders (1 woman; 18 men) who tailored activities towards the 2021-2026 *National Cybersecurity Strategy*’s implementation.

From 3 to 5 November, in Athens, jointly with the European Union’s Agency for Cybersecurity (ENISA), the Mission organized, in a blended-format, a training course on cyber/ICT security awareness raising programme development. Three representatives (men) from the Mol’s Computer Emergency Response Team (CERT) attended the training in person, while three others (men) participated online. Participants also took part in the table-top exercise developed by the host organization.

From 23 to 28 November, in Moscow, in order to enhance police capacities in combating transnational treats, the Mission supported the participation of ten Serbian Police officers (1 woman; 9 men) in a cyber/ICT security training course held at the Vladimir Kikot Moscow University of the Russian MolA. The course improved the officers’ knowledge and skills in effective investigation of high-tech crime and effective handling of electronic evidence.

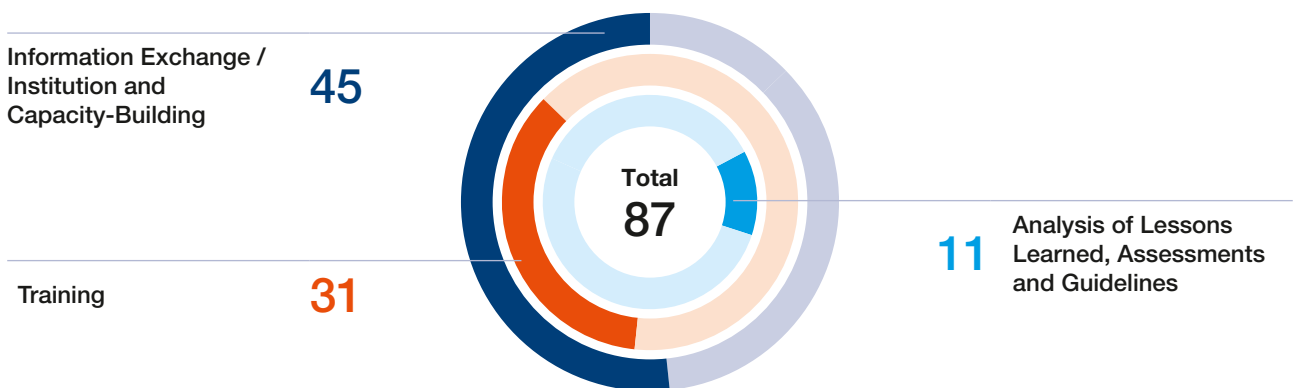
## Other activities

In 2021, thanks to the cross-dimensional effort among the Mission’s Security Co-operation, the Rule of Law and Human Rights, and the Democratization Departments, the Mission assisted the Ministry of Environmental Protection (MEP) in establishing a co-ordination mechanism to enhance environmental safety through better enforcement of the environmental legislative framework and to ensure efficient exchange of information and co-ordination among various

state institutions. In 2021, the Mission's cross-departmental team also provided support to the multi-stakeholder Expert Group composed of judges, prosecutors, police and MEP employees to re-format the *Guidelines on Handling Hazardous Waste Crimes*, developed with the Mission's support in 2020. The publication, intended to aid the police, prosecutors, judges and environmental inspectors to investigate, prosecute and adjudicate hazardous waste crimes through enhanced co-operation, was developed in electronic and

printed formats. In a follow-up, the Mission continued its efforts in this area by facilitating the development of another publication on effective enforcement of legislation relevant to environmental crime committed in protected natural areas. The reference material should ensure efficient exchange of information and co-ordination among relevant state institutions, including the MEP, various inspection bodies, the police service, the Office of the Prosecutor, and the criminal, civil, and misdemeanour courts.

### Mission to Serbia – Police-Related Activities 2021



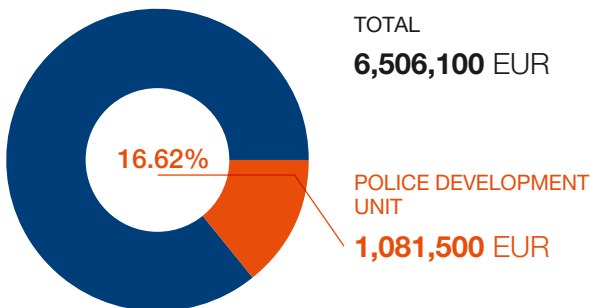
# 4.6 Mission to Skopje

## Introduction

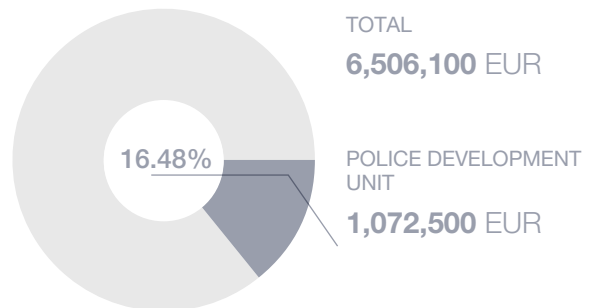
The work of the OSCE Mission to Skopje (the Mission) and its Police Development Unit (PDU) is based on the Mission’s original mandate from 1992 on policing, and the OSCE MC and PC decisions stemming from the Ohrid Framework Agreement (OFA) of 2001. According to the provisions in Annex C of the OFA, the Mission was called upon to assist in a number of specific areas of policing, which were added to the initial mandate. These included the recruitment and training of more than 1,000 new police cadets from national minority communities, as well as the phased and co-ordinated redeployment of the national police personnel to former crisis areas.

## BUDGET (UB)\*

2021

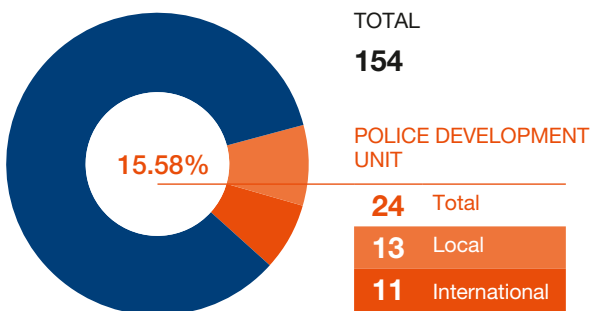


2020

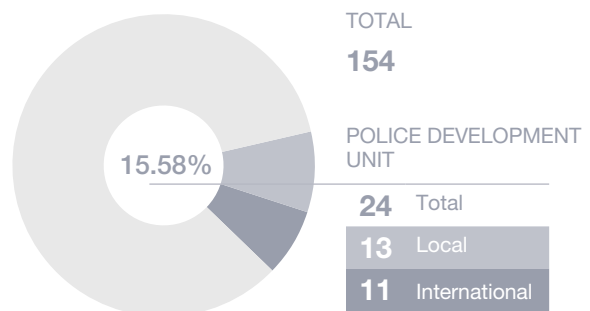


## STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Mission to Skopje.

Following the completion of the above task, the Mission's PDU has been supporting law enforcement agencies, particularly the MoIA, in developing a depoliticized, professional service in line with international democratic policing principles and human rights standards to support comprehensive effective and efficient security. This support has taken the form of delivering and facilitating police training, supporting the development and implementation of the National Police Reform processes and strengthening of institutional capacities of law enforcement agencies to effectively counter transnational threats.

During 2021, in the light of the COVID-19 pandemic, the Mission focused on blended implementation methodologies (in-person and online) and continued to support the MoIA in improving its professional capacity by advancing the implementation of police reforms and strengthening MoIA's institutional capacity and efficiency in applying the principles of democratic policing in a multi-ethnic society, including by taking gender sensitive policies into account. The Mission also continued to support the law enforcement agencies in strengthening their institutional capacities in the fight against transnational threats, with a focus on combating serious and organized cross-border crime and terrorism, including financial crimes, cyber/ICT security, THB, illegal migration and effective border management.

## Activities Related to General Police Development and Reform

### Police Development and Reform

In 2021, the Mission facilitated 11 online meetings of the MoIA WG gathering four experts (1 woman; 3 men) and tasked with preparing the application to initiate the process for accreditation of the MoIA's Training Centre (TC) as an institution for adult learning. With the Mission's support, the WG completed all supporting documents concerning trainers and teaching tools, and submitted them to the Ministry of Education and Science for review. The Mission will continue to support the accreditation process, in line with the strategic priorities of the *Strategy on Developing MoIA's Training Center 2020-2022*.

From 17 March to 21 April, the Mission supported the MoIA WG composed of 11 experts (4 women; 7 men), by facilitating six online meetings to finalize the drafting of the new *Strategy for Training and Staff Development of the MoIA Employees 2022-2024* and its Action Plan. In May, the Strategy was approved with a focus on improving the centralized and decentralized training system, career development and advancement of staff, gender equality, fostering the development of a high-performing digital training system, and establishing methodology to identify priority training requirements.

In September, the Mission supported the MoIA in developing an e-course on stress management based on the Mis-

sion-funded research from 2020 on stress factors in the police. This e-course is the third online course developed with Mission's support, while the previous two e-course focused on forensics and first-line management. The stress management course will be uploaded on the MoIA's learning management platform, accessible to all police officers.

In September, the Mission supported the MoIA's TC to deliver a series of refresher training modules to police officers involved in the local election process. In particular, the Mission updated an e-course, a mobile application available to all police officers, as well as health and security protocols for COVID-19 pandemic to be compatible with the current local elections. The TC delivered specific training modules on the role of police during local/municipal elections developed earlier by the Mission.

On 2 November, the Mission facilitated the introduction of a dialogue-policing concept to 18 police chiefs (men) as a tool for de-escalation and prevention of public confrontations at protests and other public gatherings. The MoIA representatives underlined that the proposed concept would be a valuable addition to the existing policing methodology. The next step will entail the selection of suitable officers for trainings including a ToT in 2022.

From 23 to 25 November, the Mission facilitated a three-day online training seminar for the two MoIA's TC e-course developers (1 woman; 1 man) on advanced e-course design. With this customized training, the e-course developers improved their capacity in designing e-course curricula and

learned how to upload them in the MoIA's learning management system.

On 10 December, the Mission facilitated a joint workshop with four MoIA WGs dealing with human resource management, disciplinary procedures, development of the TC, community engagement and communication. Some 26 MoIA WGs representatives (20 women; 6 men) participated in the event. The WGs reported progress and challenges in the implementation of the following strategies and respective action plans: the *Strategy on Developing MoIA's Training Center 2020–2022*, the *Strategy for Human Resource Management 2020–2022*, the *Strategy for Community Engagement and Communication (CE&C) 2020–2022*, as well as on recommendations stemming from the *Report on Disciplinary Measures*. The workshop served as a prelude to the kick-off event for the MoIA Evaluation Committee chaired by the State Secretary, tasked with monitoring and evaluating of the Mission-funded strategies, to be constituted in 2022.

In 2021, the Mission finalized the research on *Enhancing the police knowledge and capacity for the protection of crime victims' rights in the context of the European policing standards*. A report will compile the research findings comparing the legislation of North Macedonia with European *Victims' Rights Directive 2012/29/EU* on protecting the rights of victims of crime with focus on police procedures. The research, conducted in co-operation with the MoIA, identified fifteen issues of non-compliance with European policing standards and proposed a number of recommendations. The report aims to be used as a professional textbook in training of police officers from criminal investigation units and other relevant MoIA staff dealing with the protection of victims' rights.

## Human Resources / Police Management

From February to September, the Mission organized five online workshops with 15 MoIA trainers (4 women; 11 men) in charge of delivering first and mid-level management training modules to the MoIA staff. The workshops reviewed the existing curricula on first and mid-level management and identified areas for amendment by adopting a blended learning approach. As a result, the curriculum on first-line management training included methodology on motivation and teambuilding, as well as role-play and group discussions. The same group updated the course outline and format of the mid-level management training.

From 15 to 17 September, the Mission organized a workshop on the promotion exam policy model in the MoIA with

the WG on Human Resources Management (HRM) Strategy, composed of eight experts (7 women; 1 man). The WG discussed the concept of establishing a promotion exam for succession planning within the Ministry as well as the mechanisms for establishing a general promotion exam process. The WG decided that the promotion exam for higher managerial positions should be further developed in 2022 and presented to the Minister and State Secretary.

From 16 to 19 November, the Mission organized a training course designed to achieve a more future-orientated leadership for 11 senior police officers (5 women; 6 men) to enhance their managerial and leadership skills and the use of modern technologies. The first part of the training course was held online with specially designed e-learning content and a platform with modules on how to use various digital applications. During the second in-person part of the course, the participants had an opportunity to apply the digital tools in conveying managerial and leadership decisions and to discuss their experience with online modules and tools. The training reflected the need to apply digital tools in communicating managerial and leadership decisions, particularly relevant in light of the COVID-19 pandemic.

## Human Rights and Police Accountability

From 9 to 12 November, the Mission organized a workshop with MoIA's WG on Disciplinary Procedures, composed of nine experts (7 women; 2 men), on the introduction of a disciplinary matrix, early intervention mechanism and mandatory reporting of peer misconduct into the disciplinary system of the MoIA. The working sessions included a presentation on the new disciplinary structure in the MoIA that has incorporated the recommendations from the Mission's report on disciplinary measures, and other legal determinates and provisions relating to respective laws and by-laws. The event also promoted the benefits of progressive discipline processes through counselling, training of the personnel and the use of early intervention methods. The outcome of the workshop included a list of conclusions and activities to be implemented with Mission's support that will promote further professionalization, consistency, uniformity and objectivity of the disciplinary procedures in the MoIA.

From 30 November to 3 December, the Mission conducted a study visit to the United Kingdom with five senior staff (3 women; 2 men) from the MoIA and the Public Security Bureau (PSB) on police oversight architecture. The study visit familiarized the visiting delegation with the anti-corruption



regimes within United Kingdom policing. The study visit also included police vetting, professional standards, and internal and external formal oversight structures, as well as investigative methods and integrity testing. As a follow-up, the delegation will present the findings to the Minister and Legal Department and find the legal framework in order to apply the relevant findings to the MoIA and the PSB.

## Anti-Corruption

Following on the 2020 activities to support the MoIA staff in preventing and investigating corruption, the Mission organized a five-day training course on internal investigation techniques, integrity testing, undercover operations, and use of technical equipment, to facilitate internal investigations of corruption cases in the Border Police. The training course gathered 12 participants (1 woman; 11 men) from the MoIA Department for Internal Control.

## Gender Mainstreaming

In 2021, the Mission continued to support gender mainstreaming in the MoIA by initiating the handover process of the Mentoring Programme for Women in Police from the Police Union to the Police HR Department. From 21 June to 15 September, the core team of the programme, consisting of 18 local co-ordinators (women) from all Sectors of Internal Affairs (SIAs) and the police HRM, participated in a series of workshops organized by the Mission on the mentoring and gender components of the programme. Participants discussed the aim, methodology, content and achievements of the programme. Experts outlined the key components and principles of current and future programming, which include gender equality, a historical overview on overcoming inequality in police, introduction to mentoring, communication skills, active listening, and giving and receiving feedback. Participants also discussed the development of criteria to select mentors and mentees for the new round of the mentoring programme, agreeing that new mentors should have a minimum of 10 years professional experience in the police. Participants also discussed the inclusion of male colleagues in the programme.

On 10 June, in co-ordination with ODIHR, the Mission organized an online workshop on Women's Leadership and Empowerment for 23 participants (20 women; 3 men) from MoIA's PBS subdivisions dealing with serious and organized crime. The aim of the workshop was to identify specific challenges in relation to the involvement of women in leadership positions dealing with serious and organized crime, border affairs and migration as well as cyber-crime forensics. Dur-

ing the event, the participants were familiarized with best practices on women empowerment, how police and gender are interconnected, and why a gender perspective is integral for policing.

On 30 November and 1 December, jointly with the Women's Section of the Police Union and with the Police HR Department, the Mission organized two workshops gathering over 100 women who were engaged in the programme between 2017-2019 (mentors and mentees). Participants discussed future forms of support, the continuation of their engagement to the programme and further promotion of gender mainstreaming in the police. Ideas to further develop the programme included regular alumni meetings, a learning platform with materials for self-development, and a networking platform. The events highlighted a strong commitment from all delegates to promote the programme and ensure its continuous development.

## Community Policing, Police–Public Relations and Crime Prevention

In 2021, the Mission continued to support the implementation of the MoIA's *Strategy on Community Engagement and Communication (CE&C) 2020-2022* and achieved an 85% overall implementation rate. Throughout 2021, the Mission organized activities targeting local communities, in particular women, Police Prevention Units, MoIA spokespersons, and facilitated several workshops of the MoIA's WG on CE&C.

From July to November, the Mission organized three workshops gathering 43 women from Kumanovo region, to increase women's engagement in issues related to local security concerns affecting the family and the community. The Mission invited local women to share their security concerns, and to discuss and suggest possible solutions to the safety threats they identified. The workshops were designed to provide participants with a platform for discussion of community safety issues and the creation of social network for crime prevention at a local level. The aim of the workshops is to help women develop their capacity to respond to security threats and positively influence community safety by sharing their views, knowledge, skills and make concrete suggestions regarding community security problems. The workshops foreseen for 2022 will also aim to create a network of women community leaders regularly supported by Police Prevention Units and develop their capacity to discuss and address local community security issues.

On 10 September, the Mission facilitated an annual workshop for the Police Prevention Units with participation of 17 prevention officers (5 women; 12 men) from all eight SIAs. The workshop introduced several topics such as: (i) the concept of an administrative approach for tackling organized crime by adopting a multi-agency approach, (ii) the importance of sharing information across institutions, and (iii) the role of the Police Prevention Units. The event, co-hosted by the SIA Tetovo, allowed participants to share good practices and police prevention activities within the regions. The workshop also dealt with the implementation of the Strategy on CE&C and the challenges in establishing and maintaining Local Prevention Councils (LPCs), which offer a useful mechanism for dialog with local communities on security issues. Other discussions related to future activities of the Police Prevention Units and activities involving the Mission's support.

From 18 to 20 November, the Mission organized a three-day training course for 11 newly appointed MoIA spokespersons (6 women; 5 men) on enhancing forms of communication with communities and the media. The programme included the role of public relations function and spokespersons, basic skills in media communication, and commonly used techniques and tools in public relations. The service provider, the Institute of Communication Studies, focused on the needs of the media and how to formulate and deliver information to them, as well as examining issues relating to code of ethics, writing skills for different platforms and communication strategies in crisis situations. Participants tested their writing and presentation skills with several exercises, including by creating and broadcasting messages, and learning how to behave in front of the camera, give interviews and prepare for public appearances. The event helped the MoIA to address the identified skills and experience gap, and is contributing to the MoIA's succession planning strategy.

On 25 and 26 November, jointly with MoIA's WG on CE&C, composed of eight experts (5 women; 3 men), the Mission organized a workshop on monitoring the progress in the implementation of the MoIA's Strategy on CE&C and its Action Plan. Participants discussed the progress and the reasons for the lack of functionality of LPCs as community-based safety form mechanisms, which was identified as a main challenge in the implementation. On 10 December, all four WGs reported on the progress of the strategies and associated Action Plans, which are funded and implemented with the Mission's support.

On 6 December, a video clip illustrating the strategic priorities of the Mission supporting MoIA's Strategy on CE&C was uploaded onto the MoIA's official webpage, targeting

8,000 police officers and administrative staff at all levels, as main implementers of the Strategy. The video portrays the police-community engagement model, which will ensure better co-ordination between police, institutions, and local authorities on local security issues, and will improve the engagement between police and communities, including by addressing the different security needs of men and women in local communities.

In 2021, the Mission conducted the *Survey on Public Perception on Democratic Policing*, involving over 2500 citizens and 500 serving police officers. The survey revealed that 47% of the respondents trusted the police, similarly to 2017 (46%), but lower than in 2019 (53%).

## Gender-based Violence

From 19 to 22 October, the Mission facilitated a four-day WG session with four MoIA experts (2 women; 2 men) on finalizing the Domestic Violence and Gender-based Violence Guidebook for police officers. The aim of the Guidebook is to enhance police response to and procedures on incidents of domestic violence and gender-based violence. It consists of the new Law on Prevention and Protection from Violence against Women and Domestic Violence and its respective bylaws, but also risk assessment procedures in domestic violence cases, types of domestic violence, investigative procedures and aide memoire, and will include case studies for practical advice. The aide memoire will be prepared separately, in the form of a poster, to be disseminated throughout all police premises. Once approved by MoIA's Legal Department, the Guidebook will be distributed and used as training material for the next groups of police officers envisaged to be trained on domestic violence in 2022.

## Hate Crime

From 2 to 5 November, in partnership with the MoIA and the CSO Centre for Intercultural Dialogue, the Mission organized two two-day workshops on hate speech, hate crime, and gender bias for 43 police officers (13 women; 30 men) from SIAs Tetovo and Ohrid. The workshops offered theoretical and practical guidance on identifying and tackling hate speech and gender bias phenomena. The sessions covered domestic and international legislation relating to hate speech and tips on interacting with young people through awareness raising activities. In 2022, the trained police officers, equipped with presentation materials provided by the Mission, will visit high schools in their respective SIAs, interact with youth, and organize education campaigns against hate speech, hate crime, and gender bias.

From 7 to 9 December, jointly with ODIHR, the Mission organized a three-day ToT course on hate crime for 22 officers (7 women; 15 men) representing all regions of the country. The course, held in Ohrid, was an updated version of ODIHR's Training against Hate Crime for Law Enforcement (TAHCLE) course, held in 2015, which trained 48 trainers to rollout the program across the country. The curriculum delivered to participants was revised by ODIHR with a view to include the latest changes in the national legislation.

## Public Order and Crisis Management

From 29 November to 4 December, the Mission organized two three-day regional workshops in Bitola and Skopje on critical incidents and crisis management. The workshops brought together 57 first responders (9 women; 48 men) from various institutions at the local level, such as the Fire Brigade, the Direction for Rescue and Safety, the Crises Management Centre, and the Police, and provided a forum for increased inter-agency co-operation, interoperability, and communication to be better prepared in the event of critical incidents. The workshops are part of a schedule of activities on the topic started in 2018, introducing European best practices in inter-institutional co-operation during crisis situations at the local level, and aiming to increase the capacities of the relevant agencies as well as to improve their interoperability.

## Other activities, including co-ordination and co-operation

On 9 December, the Mission organized a ceremony to finalize the donation of IT equipment to the MoIA's decentralized training rooms located in eight SIAs and four Regional Centres for Border Affairs. The event saw the participation of the Minister of Internal Affairs and Head of the Mission, as well as 20 senior police officers (5 women; 15 men). In 2020, the Mission focused on assisting the MoIA by supporting the refurbishment of 12 regional training rooms, and on equipping and enabling them to provide continuous in-service training on decentralized level. In addition to IT equipment, 12 laptops have been donated, thus ensuring the technical requirements for implementing decentralized training projects. The use of the technical equipment will be monitored by the Mission in 2022. With the handover event, the Mission completed a three-year process of establishing computer corners and strengthening of the MoIA's online training capacities on a decentralized level.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

From 16 to 18 June, the Mission organized a three-day online training course on advanced investigation methods and concepts of investigation of serious crimes. The course gathered 26 representatives (9 women; 17 men) from the MoIA Department for Suppression of Organized and Serious Crime and other organizational units. In co-operation with the Embassy of Hungary in Skopje, nine experts (3 women; 6 men) presented ways on how to effectively implement substantive investigative measures, techniques, and methods regarding financial investigation, illicit drug-related crimes and THB.

On 20 October, the Mission organized a workshop on financial investigations and assets recovery for 47 participants (29 women; 17 men). The activity promoted the *National Strategy for Financial Investigations and Asset Recovery (FI/AR)* for the period of 2021-2023 as well as the establishment of a National Commission to monitor and evaluate the implementation of the Strategy. The Strategy promotes a multi-institutional approach to the fight against financial crime and the establishment of inter-institutional protocols related to information exchange and a standardized format of analysis and reporting.

On 25 October, the Mission organized an online training course on digital investigation tools and the use of the iBase and the Analysts Notebook software. The event gathered ten representatives (5 women; 5 men) from the MoIA and the National Coordination Centre for Combating Serious and Organized Crime. The software donated by the Mission and the acquired skills enabled participants to improve internal and external communication by means of a standardised methodology, thus enhancing institutional and inter-institutional intelligence as well as handling and analysis capacities.

On 27 October, the Mission organized a training course on the use and value of data analysis in investigations of serious crime. The event, gathering ten participants (5 women; 5 men), was designed to build upon participants' existing knowledge and experience, such as analysts working in national and regional departments for investigation of serious crime. The aim of the course was to support the further development of the ILP model. Specifically, the training examined how ILP can support and enhance the investigative process, by identifying risk and mitigations, developing investigative opportunities, promoting information-based decision-making and ensuring appropriate resource allocations. Participants received inputs highlighting best practice on

how to analyse all available data from an investigation in order to produce concise summaries, conclusions, and recommendation as to the next steps in the investigative process. Modern versions of analytical software were used in the training course, offering the opportunity to present analysis in differing visual formats for end users such as prosecutors, police management and operational units in the field.

On 24 and 25 November, the Mission organized a two-day workshop to finalize the content of the *National Serious and Organized Crime Threat Assessment (SOCTA) Report*. Some 22 participants (12 women; 10 men) from six different state institutions participated in the formulation and drafting of parts of the report, which was finalized and published in early December. The report is a product of institutional co-operation and collaboration and is one of the most important strategic documents in the fight against organized crime in the country.

### **Small Arms and Light Weapons**

In 2021, the Mission officially launched the ExB project Assisting the national authorities of the Republic of North Macedonia to decrease the risk of weapon proliferation and misuse of SALW (SALW II project). The project was developed to respond to the assistance request by the Government of the Republic of North Macedonia and aims to support country's efforts to implement international commitments in the field of preventing and combating the proliferation of SALW, thus contributing to security and stability in the country. This objective is expected to be achieved through enhancing regulatory, operational and inter-agency co-operation capacities of the MoIA to combat the proliferation of SALW. The project targets three priority areas as identified by the MoIA, and will work to: (i) improve co-ordination and inter-agency co-operation mechanism of the National SALW Commission, (ii) build detection capacity of the K9 assets, and (iii) increase the capacities of national authorities in raising public awareness on the dangers of misuse and proliferation of SALW.

On 10 March, the Mission held the official project launching event, during which an MoU was signed between the MoIA and the Mission. A high-level representation was secured, with representatives from the MoIA and the donor community, as well as from the OSCE Presence in Albania, the OSCE Mission to Bosnia and Herzegovina, the OSCE Mission in Kosovo, the OSCE Mission to Montenegro and the OSCE Mission to Serbia. Additionally, there were online representatives from national media, both traditional and digital outlets, who promoted the launch of the SALW II project. The event gathered a total of 85 online participants and 26 in-person participants (6 women; 20 men).

In the framework of one of the SALW II project activities, entitled Increasing illicit SALW detection capacity of the MoIA by efficient deployment of K9 assets, the Mission aimed to support the establishment of appropriate infrastructural, human resource, regulatory and information exchange environment in order to create efficient deployment of the K9 assets. In particular, the Mission provided support to the MoIA's K9 Unit in terms of capacity-building and establishing adequate regulatory basis. The SALW II project has supported the development of SOPs for the deployment of K9 assets through organizing several workshops during 2021, for which one national and one international consultants were engaged. To implement the activity, a WG was established, composed of nine experts (2 women; 7 men) from the MoIA's K9 Unit, Special Police, Uniformed Police, the Legal Department and the Police Training Centre.

On 7 and 8 April, the first WG meeting took place in the framework of the above-mentioned project where participants established the preliminary structure and content of the SOPs for K9 deployment of assets. From 1 to 3 June, the second WG meeting took place, further determining the structure, scope and content of the SOP. From 20 to 22 September, the third WG meeting took place, gathering representatives from the MoIAs of Western Balkan neighbours. During the event, 25 participants (5 women; 20 men) from the region exchanged experience and information, and shared best practices in order to finalize the SOPs.

In the framework of the above-mentioned project, the Mission also initiated the process of developing Detailed Designs (DDs), Bill of Quantities (BoQs) and quality assurance, as well as control services for civil construction, electrical and cyber/ICT installation works for the upgrade of the infrastructure of the MoIA's K9 Units. The purpose of this activity was to develop DDs and BoQs for civil and electrical installation works and to provide quality assurance and control services during the implementation of the works at nine MoIA sites throughout the country.

Further, within the above-mentioned project, the Mission procured and delivered 14 specialized K9 transportation vehicles, aiming to increase in the operational capacity of the K9 services by supplying specialized vehicles for the central K9 unit and its regional offices. On 16 December, the process of distributing the specialized vehicles has been finalized with a formal handover and the signing a Donation Agreement. In its efforts to support the field operations of the K9 unit, the Mission will also supply three specialized K9 trailers for the transportation of police dogs, to be delivered in early 2022.

In 2021, the Mission worked on effective countering of the proliferation of SALW, as efficient deployment of the K9 as-

sets requires information exchange within the law enforcement organization and between governmental agencies on a national and on a regional level. Key focus was on supporting the MoIA in establishing an official platform for the exchange of information and intelligence within its units and with other international entities. Based on identified deficiencies, the Mission supported the development of an SOP on real time information exchange among Police and Customs Cooperation Centres (PCCCs). To this end, a specialized WG was established, consisting of nine representatives (2 women; 7 men) of the MoIA and the PCCCs. The WG was supported by a national consultant (woman) who delivered several workshops to support the development of the SOP.

On 13 and 14 April, the Mission organized and facilitated the first meeting of the WG on SOP for real time information exchange. The two-day event took place online and was attended by 29 representatives (9 women; 20 men) from INTERPOL, Europol, the European Multidisciplinary Platform Against Criminal Threats (EMPACT), the Migration, Asylum, Refugees Regional Initiative (MARRI), the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), as well as representatives from the MoIA and the Customs Office. The objective of the first WG meeting was to set baseline requirements for the content of the SOP, taking into consideration all international and national legal acts regulating the aspects of police co-operation and information exchange.

From 1 to 3 June, the Mission organized the second meeting of the WG on SOP for real time information exchange. The meeting, gathering 13 in-person participants (6 women; 7 men), aimed to further develop the principles and procedures related to effective and timely cross-border information exchange. As a result, the second SOP draft was developed taking into consideration practical steps on how to gather and share SALW-related criminal information within the country and across borders.

From 22 to 24 September, the Mission organized the third meeting of the WG on SOP for real time information exchange, gathering 25 participants (5 women; 20 men) from the region, who took part in the review and development of the final draft of the SOPs. The draft was developed to provide support and facilitate the work of the police officers, elaborating on their tasks, steps and workflow for the exchange of information between PCCCs located at the border crossing points. At the same time, the document will embrace the roles of the special units within the MoIA, such as the Europol National Unit, the INTERPOL Unit, the Border Police Unit, the Special Police Unit, the K9 Unit, and the Traffic Police Units. The SOPs will also enable digital cross-checks of data on SALW, people, and vehicles, and will in-

crease the crime controls conducted by duty police officers nationwide via real-time information exchange.

On 22 November, the Mission organized the fourth and final meeting of the WG on SOPs for real time information exchange. The meeting, gathering 15 participants (3 women; 12 men), aimed to achieve a final elaboration of the SOP draft. The discussion highlighted the ongoing initiative to enhance information exchange among Common Contact Centres (CCCs), which would further regulate information exchange with countries other than the neighbouring. In December, the document was finalized, adjusted and submitted to the MoIA for final approval.

The Mission also provided assistance to the National SALW Commission to develop an Orientation Manual (OM), which will take into account the relevant legislative and regulatory aspects, as well as measures for enforcement and prosecution, means of data collection and analysis of information/data, ways of communication and data exchange of the Commission. The objective of the OM is to facilitate the orientation of newcomers, namely staff and members of the Commission, as well as increase its operational capacity. Based on the new proposed Rules of Procedure (RoP), the roles and responsibilities of its members have been strengthened towards their competencies in order to be able to take on their inter-governmental position to facilitate effective SALW control.

To develop the OM, all governmental institutions and agencies members of the Commission nominated representatives to the WG tasked with reviewing the existing RoP. The WG meetings were used as a platform to support the process of defining and amending the legal grounds on which the National SALW Commission operates. In this regard, the Mission's SALW II project is continuously supporting and co-ordinating the activities with the president of the National SALW Commission and the Legal Department of the MoIA. In December, during a formal session of the Commission, the final drafts were presented, moving towards their formal adoption, expected in early 2022.

Additionally, the Mission has provided support to the National SALW Commission in performing a comprehensive analysis on developing and elaborating SOPs on data collection, information tracking and reporting. In 2021, a national consultant (man) has been engaged in desk research of all related international and national legal base that determine the reporting obligations of the Commission towards international organizations and the Government of North Macedonia. The activity is expected to be implemented until mid-2022.



**Participants in action during the regional mapping exercise focusing on the protection of critical infrastructure and the importance of interagency co-operation and information exchange, in Ohrid, North Macedonia, 12 – 15 September 2021.**

#### **📌 Mission to Skopje/Violeta Nicheva Tikvshanska**

On 29 November, the Mission also organized a working meeting with 20 representatives (4 women; 16 men) from the MoIA, the Customs Administration and the Ministry of Agriculture, Forestry and Water Economy, to identify possible solutions to strengthen the co-operation among competent agencies in reducing the risk of illegal possession, misuse and trafficking of SALW. As the proliferation of SALW can have a destabilizing effect on social and economic development and can represent a major threat to citizens' safety, the Mission supported an event where relevant representatives from different units, sectors, departments and agencies determined how they can better co-ordinate their efforts against this threat.

## **Counter-Terrorism and P/C VERLT**

On 22-23 and 25-26 March, the Mission delivered a training course for the Inter-departmental WG for Reintegration and the Local Multi-Disciplinary Teams for Reintegration, in order to increase their capacity to manage the reintegration process with regards to P/C VERLT. The Mission, together with the International Institute for Justice and the Rule of Law (IIJ) and supported by TNTD/SPMU, organized this online training course on rule of law-based multi-actor intervention programmes for preventing and countering violent extremism in North Macedonia for 42 participants (23 women; 19 men). The course provided participants with necessary tools to design and implement multi-actor P/C VERLT interventions un-

derpinned by key principles; identify and include the diversity of stakeholders, including CS that should be involved in the development and implementation of such interventions and leverage respective comparative advantages; adapt specific processes around the capacities of a context which also observe the do-no-harm approach.<sup>28</sup>

On 1 and 2 June, the Mission organized a two-day online training course on assessing the risk posed by FTFs and home-grown terrorists for 15 participants (3 women; 12 men) from the National Security Agency and the Sector for Countering Terrorism, Violent Extremism and Radicalization of the MoIA. In the context of the training, definitions and legislation concerning VERLT, the emergence of ISIS, detection of sleeper cells and risk assessment models were presented to the trainees.

From 12 to 15 September, in partnership with the MoIA, the Mission organized a three-day regional mapping exercise focused on the protection of critical infrastructure and the importance of inter-agency co-operation and information exchange. The mapping exercise gathered 43 participants (13 women; 30 men) from law enforcement agencies of Albania, Bosnia and Herzegovina, Kosovo, Montenegro and North Macedonia. The event allowed participants to learn from best practices and develop effective operational responses to the different types of cross border criminality that contribute to terrorist attacks, by simulating practical scenarios for the protection of critical infrastructure, including the elements of investigation of SALW smuggling and real-time data exchange.

From 3 to 5 November, the Mission supported a training course organized by ODIHR and TNTD/ATU on preventing terrorism and countering VERLT through a community policing approach. The course gathered 21 police officers and community members (10 women; 11 men) representing CSOs and religious communities, as well as individuals and staff from local governmental agencies. Participants learned about human rights-based, whole-of-society approaches to P/C VERLT, and discussed common challenges and good practices. The course was based on the OSCE's Guidebook *Preventing Terrorism and Countering Violent Extremism that Lead to Terrorism: A Community Policing Approach* and on pilot courses run by ODIHR, TNTD/ATU and TNTD/SPMU in Sarajevo in 2018 and Tirana in 2019.

<sup>28</sup> The do-no-harm approach is the understanding of the impact of an intervention on existing conflict and its interactions within a particular context, with the goal to limit or prevent unintended negative effects.

On 24 and 25 November, the Mission organized a two-day training course with a focus on the protection of human rights while countering terrorism, delivered by two ODIHR trainers and one international law enforcement officer (1 woman; 2 men). The course focused on human rights standards, the risks originating from human rights violations in counter-terrorism and interviewing techniques that create trust. The event gathered a total of 19 MoIA officers (men) from units involved in countering terrorism.

On 26 November, jointly with the National Committee for Countering Violent Extremism and Counter-Terrorism and members of the Local Multidisciplinary Teams for Reintegration (LMDTRs) from Kumanovo, Skopje, and Tetovo, the Mission organized a lessons-learned workshop, held in Skopje. The event was the first of two workshops on managing community-level rehabilitation and reintegration programs. LMDTRs, foreseen in the National Reintegration Plan, were developed in 2020 with the Mission's support. On 30 November, the Mission organized the second lessons learned workshop, held in Mavrovo, for the LMDTRs from Gostivar, Kichevo, Makedonski Brod and Plasnica. The workshops, gathering 52 members (25 women; 27 men) from seven LMDTRs, also incorporated elements of gender sensitivity and gender-related rights, and contributed to the further professionalization of the local-level practitioners in the LMDTRs.

From 26 to 28 November, the Mission organized the first part of a training course for teachers and school support staff on preventing VERLT. The course, held in Skopje, gathered 25 participants (21 women; 4 men) from 15 secondary schools from Bitola, Gostivar, Kicevo, Prilep, Skopje, Struga, Skopje, Tetovo, and Veles. The topics covered during the first part of the training were (i) the definition of violent extremism, radicalization, indoctrination and terrorism, (ii) the processes of internet radicalization, (iii) push and pull factors, (iv) the role of teachers, parents and the community in preventing radicalization and elements of students' resilience.

From 10 to 12 December, the Mission held the second part of the above-mentioned training course. The main topics covered during these sessions were (i) stereotypes and prejudices, (ii) critical thinking, (iii) active listening, (iv) media literacy, and (v) conflict resolution as essential competencies for the effectiveness in building resilience and recognizing warning signs of radicalization in the youth. The training courses echoed the need to continue this conversation on difficult subjects with students, teachers and parents, but also involve students in decision-making processes within the school and their communities.

From 17 to 20 December, the Mission supported the ZIP Institute with organizing a four-day workshop for young people and religious studies students, to learn how to eliminate religious-based discrimination and intolerance. The workshop gathered 27 participants aged 16-24 (12 women; 15 men) from communities where radical messages have been spread, communities in possible contact with VE, as well as youth interested in improving interfaith dialogue in their community and with demonstrated interest in peace-building and community resilience.

During 2021, jointly with TNTD, the Mission also provided logistical support to the training programme, implemented by the OSCE and UNODC, aimed at assisting North Macedonia in the implementation of international standards on CFT.

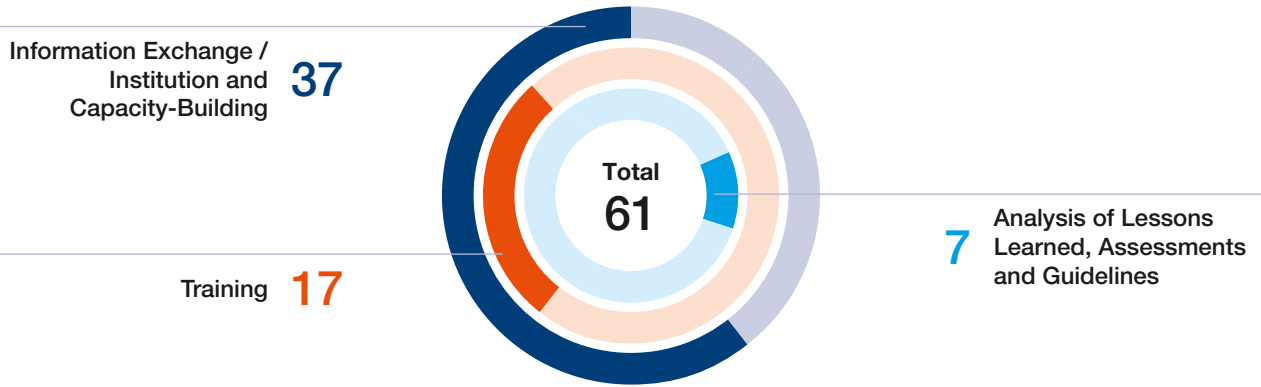
## Trafficking in Human Beings

On 10 May, the Mission delivered an online training course on detecting potential victims of THB among large groups of migrants. The training course, led by a national expert, was delivered to 23 police officers (6 women; 17 men) from the Border Police and regional representatives of the National Task Force. Topics covered included interviewing potential victims, possible indicators of THB, relevant legislation, as well as interagency, regional, and international co-operation.

## Border Security and Management / Customs

The Mission enhanced inter-agency co-operation and promoted the Integrated Border Management concept to increase the national capacity to combat cross-border criminality. On 12 July, the Mission facilitated an initiative whereby 23 representatives (3 women; 20 men) from law enforcement agencies developed a thorough analysis of the border management system and process and identified the areas in Border Police and Customs interoperability requiring additional support. Participants included senior managers within the Border Police, the National Coordination Centre for Border Management, and other MoIA departments, and as a result, the initiative provided recommendations relating to gaps in Border Police and Customs interoperability.

## Mission to Skopje – Police-Related Activities 2021





## 4.7 Mission to Moldova

### Introduction

The OSCE Mission to Moldova (the Mission) was established in 1993 with the mandate to facilitate a comprehensive and lasting political settlement of the Transdniestrian conflict in all its aspects, consolidating the independence, sovereignty and territorial integrity of the Republic of Moldova within its internationally recognized borders, with a special status for Transdniestria that fully guarantees the human, political, economic and social rights of its population.

### BUDGET (UB)\*

2021



TOTAL  
**2,302,700** EUR

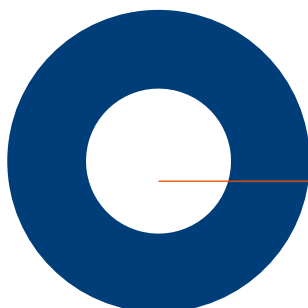
2020



TOTAL  
**2,302,700** EUR

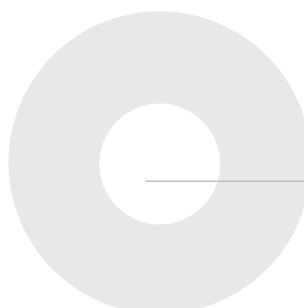
### STAFF\*

2021



**52** Total  
**39** Local  
**13** International

2020



**53** Total  
**40** Local  
**13** International

\* Figures on budget and staff provided by the OSCE Mission to Moldova.

In 1999, the Mission's mandate was expanded and includes a provision on ensuring the transparency of the removal and destruction of Russian ammunition and armaments, and coordination of financial and technical assistance offered to facilitate withdrawal and destruction.

In 2021, the Mission continued its effort to consolidate the capacity of legal specialists on the right bank of the Dniester/Nistru River.

## Activities Related to General Police Development and Reform

### Human Rights

On 23 April, the Mission organized an online training seminar on victims' rights, with a focus on rehabilitation and compensation of victims of serious crimes, such as THB and domestic violence. The training seminar gathered 37 judges and prosecutors (24 women; 13 men) from Moldova. The seminar, led by a Supreme Court of Justice judge, a magistrate from the GPO and a lawyer specialized in THB (2 women; 1 man), focused on the victims' rights to state compensation and redress, restorative justice and prosecution of crimes, and victims' rights during trial and post-trial phase.

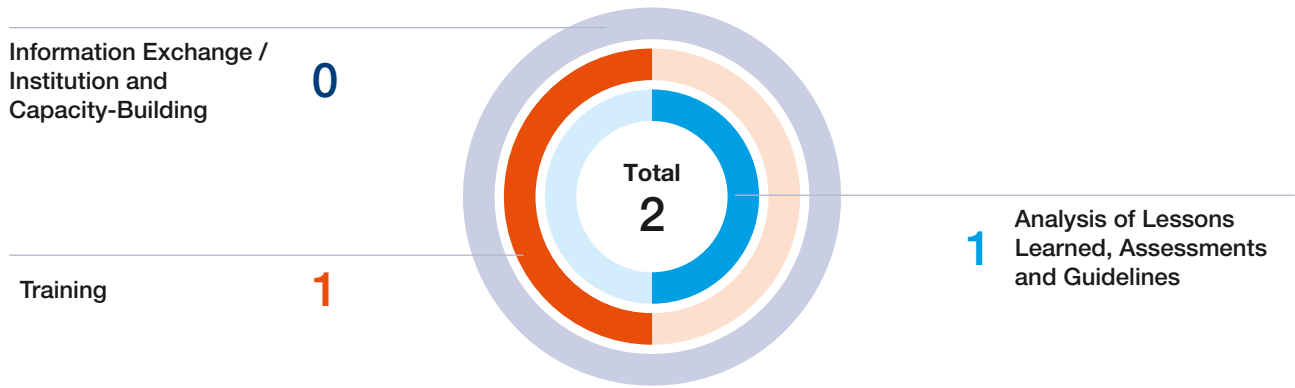
In September, in order to ensure durability of the capacity-building process, the Mission started working on a Guidebook for legal professionals on how to efficiently implement rehabilitation and compensation provisions, in accordance with the Law on the Rehabilitation of Victims of Crime, entered into force in January 2018. The work on the Guidebook, initiated in December 2020, was continued and finalized in December 2021. Working towards this aim, the Mission contracted three national experts (2 women; 1 man), who have previously led the online training seminar on victims' rights. The guidebook is expected to be published and distributed across the legal community in 2022. In addition, the Mission plans to provide two training sessions to legal professionals, including lawyers, judges and prosecutors, on the use of the guidebook, so that survivors can benefit from the existing rehabilitation and compensation mechanisms and thus contribute to strengthening citizens' trust in the governmental system.



Presentation during the online training seminar on victims' rights, with a focus on rehabilitation and compensation of victims of THB and domestic violence, 23 April 2021.

[Mission to Moldova](#)

## Mission to Moldova – Police-Related Activities 2021



## 4.8 Project Co-ordinator in Ukraine

### Introduction

In 2021, the OSCE Project Co-ordinator in Ukraine (the PCU) supported national stakeholders by establishing interagency co-operation, promoting a human rights-based approach and building a strategic vision for the law enforcement sector reform and transformation. The PCU conducted capacity-building activities and strategic sessions for law enforcement and security sectors to effectively counter transnational threats such as organized crime, cybercrime, THB, as well as illicit trafficking in weapons, ammunition and explosives.

### BUDGET (UB)\*: N/A\*\*

2021



TOTAL  
**3,618,500** EUR

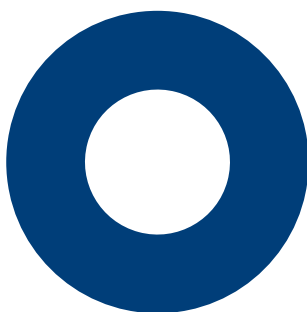
2020



TOTAL  
**3,618,500** EUR

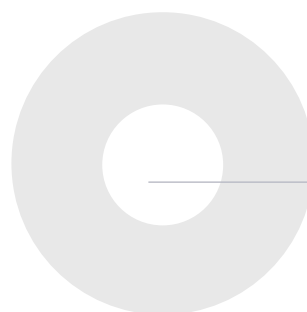
### STAFF\*

2021



**52** Total  
**49** Local  
**3** International

2020



**52** Total  
**49** Local  
**3** International

\* Figures on budget and staff provided by the Project Co-ordinator in Ukraine.  
\*\* The PCU does not have a specialized Department on Police-Related Activities. Police-related activities are implemented by the Human Security, the Environmental and Politico-Military and the Rule of Law and Human Rights Programmes, through UB and ExB funds.

**The PCU does not have a specialized department on police-related activities. Therefore, the Human Security, the Environmental and Politico-Military and the Rule of Law and Human Rights Programmes are all actively involved in the implementation of police-related activities.**

## Activities related to General Police Development and Reform

### Police Development and Reform within Security Sector Reform

In 2021, the PCU supported law enforcement agencies to build their capacity in crime investigation and human rights standards. In May, jointly with the CoE, the PCU held a training course for State Bureau of Investigations (SBI) on the prevention and investigation of ill treatment in custodial settings. The course, gathering 14 participants (4 women; 10 men) from the SBI, improved participants' skills and knowledge in effective prevention and investigation of torture and ill treatment crimes based on best international practice.

In September, jointly with the CoE, the PCU conducted a training course for 41 SBI officers (7 women; 34 men) on the prevention and investigation techniques related to abuse of authority crimes. A second training course was held for 38 SBI officers (3 women; 35 men), focusing on investigation techniques for specific crimes.

In September, the PCU supported the seventh annual Lviv Criminal Justice Forum, which gathered 106 legal professionals (42 women; 64 men) in person and 1,116 attendees online to explore issues related to criminal justice sector reform, security sector reform, prevention and prosecution of corruption, as well as criminal justice's constitutional issues. The event served as a platform to present and discuss the draft of the new version of the Criminal Code of Ukraine.

In September, the PCU fostered the exchange of experiences from the OSCE area and discussions on current challenges related to organized crime, law enforcement and the criminal justice system during the fifth Kharkiv International Legal Forum, an event attended by 29 in-person participants (8 women; 21 men) with 374 viewers on the PCU YouTube channel.

The PCU facilitated ODIHR's legislative review of the draft *Security Service of Ukraine (SSU) Reform Strategy* and relevant draft SSU Reform Bill, currently under consideration in Parliament. In November, the PCU conducted a roundtable on the reform of the SSU and related criminal justice and security sector reform, also including issues related to integrity and gender.

In November, the PCU held a conference on criminal proceedings in areas adjacent to the contact line<sup>29</sup>, where 74 participants (30 women; 44 men), among which law enforcement officers, prosecutors, judges and academics, shared their experience on the criminal justice under special legal regimes.

On 23 December, during the fifth Kyiv Polilogue on challenges for an effective criminal justice, the PCU provided a platform for the discussion of ongoing issues in criminal justice reform, including in the area of combating corruption, by gathering high-level judges specialized in anti-corruption, criminal investigators, prosecutors, as well as leading academia, attorneys and community experts.

### Human Rights and Police Accountability

The PCU supported the Human Rights Protection Department of the National Police of Ukraine (NPU) in developing a human rights-based procedure/instruction for handling and protecting personal data in the police. From July to December, the PCU conducted a series of WG meetings with representatives from the NPU and CS to ensure that the developed procedure is in line with the operational requirements of the NPU, national and international legislative frameworks and a human rights-based approach. In October, two workshops for 52 police officers (22 women; 30 men) were conducted to pilot the drafted procedure. The final document was submitted to the NPU for further approval.

<sup>29</sup> "Contact line" is used here with reference to its meaning as per UNSCR 2202 (2015)

## Gender-based Violence

In a continuation of its effort to train personnel of police call centres across the country, the PCU developed a new training course for NPU personnel of the 102 hotline on how to handle calls from children reporting domestic violence incidents. The training course was piloted in four regions, namely Dnipro, Kyiv, Lviv and Odesa, during which 202 participants (113 women; 89 men) were trained on age-specific, psychological, and gender-sensitive peculiarities necessary for an effective communication with children calling the hotline.

## Other activities, including co-ordination and co-operation

In September, together with psychologists at the MoIA and its affiliated agencies, the PCU developed a course on psychological support in emergency situations focused on the rehabilitation phase. The PCU conducted three training courses for 56 participants (41 women; 15 men) of MoIA affiliated agencies and two ToT sessions for 38 professors (27 women; 11 men) from MoIA institutions, which served as the second phase of in-service training on psychological support.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

In 2021, the PCU assisted the national authorities in the preparation of the 2022 anti-money laundering and combating the financing of terrorism (AML/CFT) risk assessment, by focusing on the areas more susceptible to money laundering and financing of terrorism. In particular, the PCU focused on the identification of ultimate beneficial ownership, the use of ICT tools to prevent money laundering, and the introduction of a risk-oriented approach at all stages of financial monitoring.

In June and December, the PCU organized two workshops for 380 participants (140 women; 240 men) from both the public and private sectors to help participants understand the recent trends in fighting money laundering operations. The workshops covered topics such as virtual assets regulation, mechanisms of ultimate beneficial ownership identification, introduction of a risk-oriented approach, and analysis

of best international practices in conducting AML/CFT risk assessments.

The PCU also developed recommendations for improving Ukraine's financial monitoring system based on horizontal analyses of the FATF, the CoE MONEYVAL mutual evaluation reports, and national risk assessment (NRA) reports. More than 160 country-specific reports have been analysed by PCU experts and the recommendations have been integrated in the financial monitoring authorities' *AML/CFT Strategy for 2022-2024*.

To enable better data processing and interpreting, in 2021 the PCU also developed a software for automation of comprehensive administrative reporting in the field of AML/CFT. This aims to significantly enhance the capabilities of financial monitoring authorities in conducting data analysis and strategic planning.

### Trafficking in Human Beings

From May to July, the PCU facilitated five three-day simulation exercises covering ten regions and hosting 163 specialists (98 women; 65 men) in combating THB to improve multi-disciplinary collaboration at the central and regional levels. The participants included migration police officers and investigators, officials responsible for granting the status of victim of THB, social service providers, labour inspectors, and NGO representatives. The training exercises helped participants to better understand the effectiveness of a multi-agency response and a victim-centred and human rights-based approach, as well as reinforce the importance of co-operation and understanding of each other's mandates.

In September, the PCU developed and organized a three-day quest for cadets from seven Ukrainian higher education institutions of the MoIA to promote a practical approach in police education in combating THB. A total of 21 participants (11 women; 10 men), divided into three teams, took part in simulated scenarios alongside trained actors, to learn how to interview victims of THB, search traffickers' residences and investigate cyber-facilitated THB crimes. A total of 11 professors from the same universities (5 women; 6 men) participated in the quest, and also completed a one-day training activity on methodological components of the organization, such as a simulation exercise on THB. From November to December, as a result of the acquired methodology, representatives from three MoIA Universities developed and introduced similar quests into their educational programmes.

## Cybercrime and Cyber/ICT Security

In July, the PCU supported the Cyber Police Department (CPD) by conducting a pilot training and ToT with the participation of 50 officials (27 women; 23 men). These activities were organized to improve communication and ensure a more service-oriented approach to victims of cybercrimes and to align the CPD of the NPU to international best practices. The PCU also developed a guidance book on high quality service standards for CPD inspectors and operators, which was handed over to the CPD.

The PCU developed five promotional videos for the National Agency for Civil Service and the CPD to promote cyber/ICT security among the public. In November and December, these videos were broadcast at the Kyiv Boryspil Airport and the JSC Ukrainian Railways, as well as on national and regional TV channels.

## Border Security and Management / Customs

In 2021, the PCU continued strengthening capacities of state authorities, namely the MoIA, the NPU, the State Border Guard Service (SBGS), and the State Customs Service (SCS) in preventing and combating illicit trafficking of weapons, ammunitions and explosives (WAE), through the organization of training courses, provision of equipment, promotion of expert networking and transfer of international best practices. In April, the PCU completed the implementation of the basic training module, counting five training events in total, on combating illicit cross-border trafficking in WAE, thus enhancing the knowledge and practical skills of 125 SBGS personnel (29 women; 96 men). In October, the PCU also trained 22 communication officers (9 women; 11 men) from the MoIA, the NPU and the SBGS, in developing awareness raising campaigns on the risks stemming from illicit trafficking of WAE.

In July, the PCU engaged two international experts (men) in API and PNR, who gathered and analysed country-specific legislation in API/PNR, passenger information units, and national targeting centres, and developed a concept road map for creating an API/PNR system based on international experiences and good practices. On 21 December, during an online workshop, the PCU presented these materials to 65 representatives (14 women; 51 men) of the SBGS and other Ukrainian law enforcement agencies, as well as national authorities. The materials provided by the experts were pub-



Training activities of canine units for the State Border Guard Service of Ukraine, September 2021.

 Tetiana Ryzhok

lished in English and Ukrainian, handed over to the SBGS and the SSU, and uploaded on the PCU website.<sup>30</sup>

In August, the PCU supported the observation of the 2021 Raven Challenge in improvised explosive device disposal, where the Head of NPU Explosive Ordnance Disposal (EOD) Service widened his knowledge and skills on the subject matter. In December, the Head of EOD Service also undertook a study visit to the ALFORD bomb disposal training centre in Somerset, England.

From September to November, given the crucial role of canine units in combating cross-border trafficking of WAE, the PCU initiated and facilitated a canine capacity-building exchange programme between the SBGS, the SCS, and the Canine Training Centre of Spain's Guardia Civil. From 27 September to 2 October, five Spanish canine experts (men) visited Ukraine to assess SBGS's and SCS's existing capacities in training WAE detection dogs and their operational use. From 22 to 27 November, the OSCE supported a study visit of 15 canine instructors (2 women; 13 men) from the SBGS and the SCS to Spain to assimilate best practices and approaches in canine use for the purpose of countering illicit WAE. These efforts led to the implementation of a full cycle Canine Team Instructor product scent detection course for SBGS and SCS canine instructors, focused particularly on the search of WAE, and scheduled to take place in 2022.

<sup>30</sup> Available at <https://www.osce.org/uk/project-coordinator-in-ukraine/510620> (in Ukrainian) and <https://www.osce.org/project-coordinator-in-ukraine/510575> (in English).

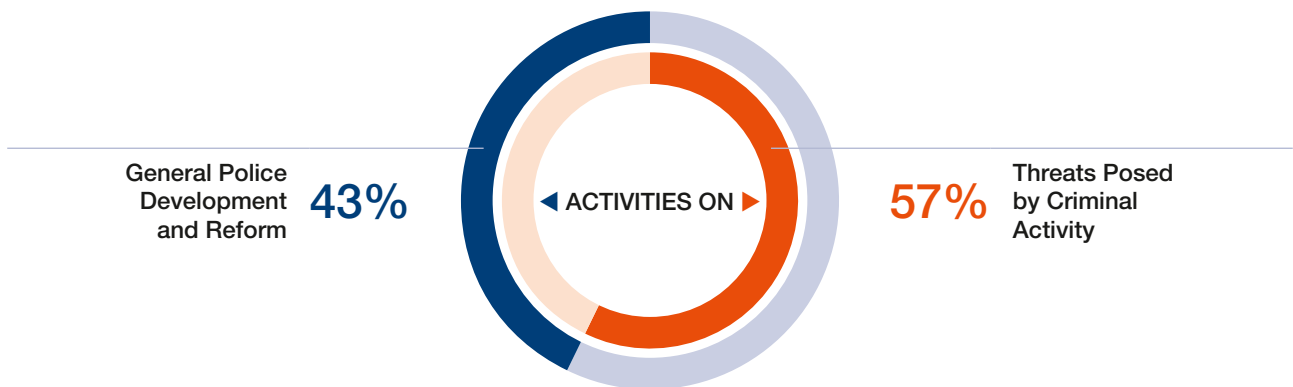
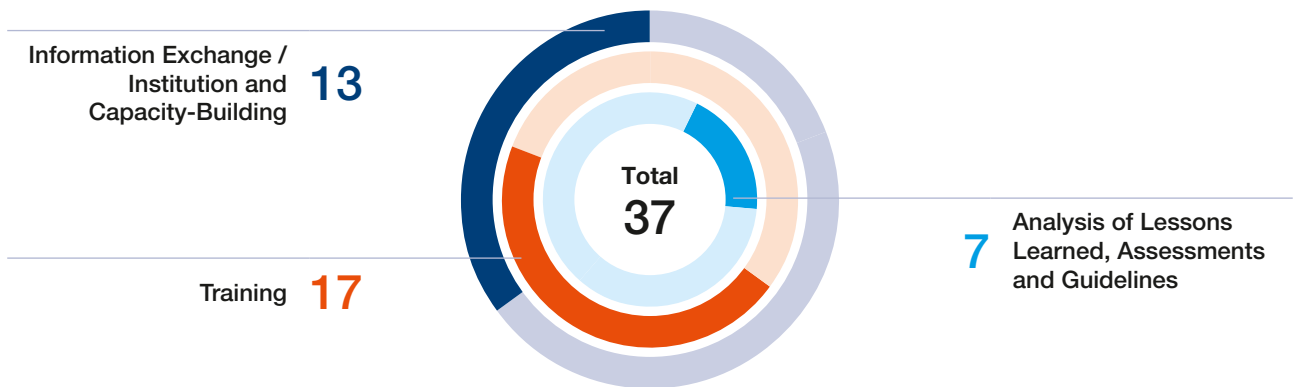
In October, the PCU facilitated a discussion platform for national stakeholders on API System development. The event, gathering 34 participants (4 women; 30 men), among whom were representatives of national authorities and experts, aimed at forging inter-institutional consensus and vision on implementation, *inter alia*, of the OSCE MC Decision 6/16.

In 2021, the interaction between the PCU and the Royal Canadian Mounted Police (RCMP) resulted in the provision of 25 access-licences to the Canadian Firearms Reference Table, one of the largest firearms databases in the world, to be used by designated representatives from the MoIA, the NPU, the SBGS, the SCS, and the SSU. The access to this

resource, combined with the training course for new users held by Canadian experts on 25 October, significantly enhanced the investigative and operative-search capacities of these agencies in the area of countering illicit WAE trafficking.

In 2021, the PCU also provided specialized equipment to selected SBGS units and training institutions, including canine trailers for transportation and accommodation of service dogs, vehicle inspection toolkits, and canine GPS systems, accompanied by instructive training courses. Additionally, ICT assets were provided to SBGS border control and analytical units.

### Project Co-ordinator in Ukraine – Police-Related Activities 2021





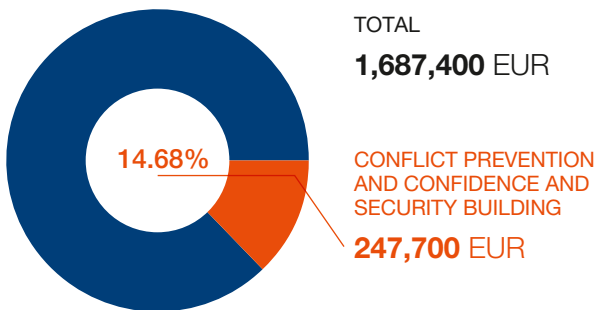
# 4.9 Centre in Ashgabat

## Introduction

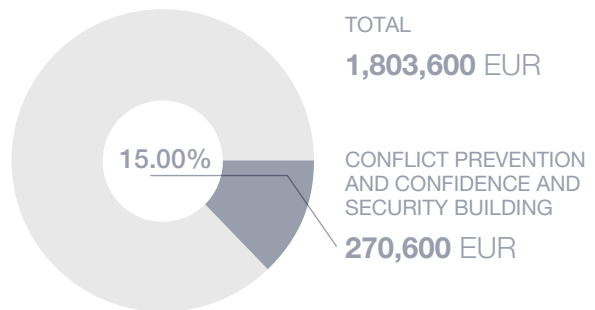
The OSCE Centre in Ashgabat (the Centre) was established in 1999. In accordance with the MoU between the Centre and the Government of Turkmenistan, the Centre assists the host country in implementing the OSCE principles and commitments, promoting the host country's co-operation with the OSCE across all three dimensions of comprehensive security. A part of the Centre's police-related activities focuses on building law enforcement agencies' capacities in countering terrorism and terrorist financing, fighting illicit drug trafficking, and enhancing border security and management as well as cyber/ICT security. The Centre complements these activities with projects aimed at anti-corruption and AML, combating THB, prevention of domestic violence, and assistance to the penitentiary and criminal justice systems.

## BUDGET (UB)\*

2021

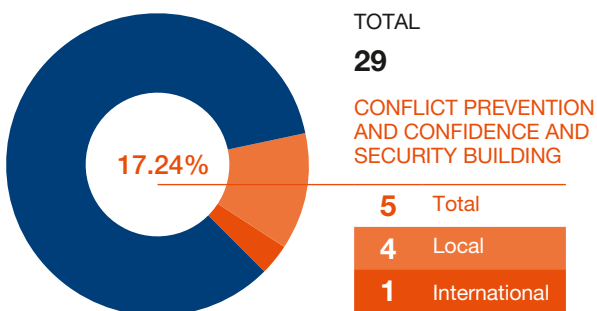


2020

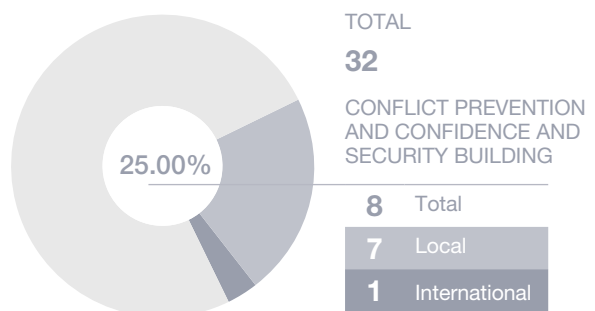


## STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Centre in Ashgabat.

In 2021, the scope of the Centre's activities were affected by the COVID-19 pandemic and decreased somewhat in comparison with previous years. The situation required changing the format of some project activities to online mode and facilitate a videoconference communication between project beneficiaries and experts. Due to travel restrictions and closed borders, several events and study visits were cancelled or postponed. However, the host government representatives were able to participate via existing video platforms in OSCE police-related activities organized by the OSCE Secretariat and executive structures.

## Activities Related to General Police Development and Reform

### Police Development and Reform

From 22 to 25 November, in co-operation with TNTD/SPMU, the Centre organized the online training course entitled Intelligence-Led Policing: from Theory to Strategic and Operational Practice. A total of 13 law enforcement and criminal justice officials (men) from the MoIA, Ministry for National Security, the MoJ, the GPO, and the Supreme Court explored the theory of ILP and crime analysis, as well as assessments and decision-making procedures. Other topics included ILP's strategic and operational components and implementation modalities in Turkmenistan.

From 14 to 17 December, jointly with TNTD/SPMU, the Centre organized the online training course entitled Utilizing i2 Analyst's Notebook and i2 iBase in Criminal Intelligence Analysis. Some 11 law enforcement and criminal justice officers (men) from the MoIA and the Supreme Court of Turkmenistan examined the structure, functionality, and capabilities of two globally used software packages and explored how they can support and enable criminal intelligence analysis within the framework of the ILP model. The training course was organized as part of the TNTD/SPMU ExB project on ILP, aiming to enhance the use of intelligence-led policing and the Centre's project on ILP introduction.

### Human Rights and Police Accountability

On 16 and 17 November, jointly with ODIHR, the Centre organized a two-day online seminar on the protection of human rights in penitentiary institutions and the exchange of information on prisoners' rights and freedoms. Some six experts (4 women; 2 men) from Kazakhstan, Kyrgyzstan, Moldova, ODIHR, and the NGO Penal Reform International presented international standards on treating prisoners, shared national experiences with probation systems, and

discussed a broad range of issues concerning the exercise of legitimate rights and freedoms of prisoners, security in penitentiary institutions, and prison staff training. The discussion also focused on protecting prisoners' health and countering the spread of the COVID-19 pandemic in penal correction institutions. The event gathered 18 representatives (4 women; 14 men) of the Mejlis (lower chamber of parliament), the MoIA, the Ministry for National Security, the MoJ, the State Border Service (SBS), the State Migration Service (SMS), the GPO, the Supreme Court, the Office of Ombudsperson, the Bar Association, and the Institute of State, Law and Democracy.

From 6 to 10 December, the Centre organized a five-day online course for law students in Ashgabat on promoting international human rights standards in criminal proceedings and investigations. The event brought together 87 students and staff (30 women; 57 men) from the Institute under the MoIA, the Institute of International Relations under the MFA, the Magtymguly Turkmen State University and the International University for Humanity and Development of Turkmenistan. Three international experts from Moldova (1 woman; 2 men) introduced the participants to human rights, the concept, background, types and functions, as well as respect for human rights in the context of criminal justice. They discussed actions to ensure the right to human liberty at the stage of pre-trial investigation and the rights of suspects and defendants to fair defence and legal advice. The course was designed to complement existing educational programmes in the field of human rights protection and criminal proceedings. It aims to build the capacities of future state officials to apply international human rights standards, including OSCE gender-related commitments, in their day-to-day work.

### Anti-Corruption

On 14 and 15 May, the Centre organized the presentation of the *National Risk Assessment Report on Anti-Money Laundering and Combating Financing of Terrorism and Proliferation of Weapons of Mass Destruction (PWMD) in Turkmen-*

*istan for 2018-2020* and its *Risk Management Action Plan (RMAP) for 2021-2022*. Two international experts (1 woman; 1 man), who assisted in drafting the NRA and RMAP in line with the FATF standards, shared their recommendations and discussed additional steps necessary for its implementation. The event, organized in a blended format, gathered 46 participants (15 women; 31 men) from relevant agencies involved in the RMAP implementation process, including, *inter alia*, Turkmenistan's Ministry of Finance and Economy (MFE) and its Financial Monitoring Service (FMS), the MoIA, the MoD, the GPO, the Central Bank, the Supreme Court, the State Customs Service (SCS), and the SMS. The second NRA and its RMAP were developed with the assistance of two OSCE international experts (1 woman; 1 man), in close co-operation with the MFE and its FMS at the policymaker level, and included consultations with law enforcement, FIUs, supervisory bodies, the private sector, and non-governmental organizations. The NRA development represents a comprehensive process that has helped Turkmenistan identify, assess, and understand the money laundering and terrorist financing risks for the country and develop the action plan to plan resources aimed at ensuring that the risks are mitigated effectively.

On 15 and 16 June, the Centre organized an online seminar on advanced experiences in the development of new systems and mechanisms to promote a corruption-free society facilitated by broadly accessible digital technologies. Two experts from Mongolia and Ukraine (men) presented international standards and best practices in developing anti-corruption legislation and introducing ICT to enhance interagency co-operation efficiency. They also facilitated a discussion on digital dividends in the form of faster economic growth, the creation of more jobs, and innovation. In addition, the representative of the GPO presented the national experience with preventing and combating corruption, including by using digital tools. The seminar, organized within the framework of the project Strengthening National Capacities in Preventing and Fighting Corruption, was attended by 25 representatives (5 women; 20 men) of the MoIA, the MFE, the MoJ, the Central Bank, the SCS, the Union of Industrialists and Entrepreneurs, and other State agencies and non-governmental actors.

On 13 and 14 July, the Centre organized an online seminar to present OSCE best practices in risk management related to AML/CFT to 83 representatives (27 women; 56 men) of relevant national partners. The discussion was facilitated by two international experts from Latvia and Moldova (1 woman; 1 man), focusing on exchange of experiences and lessons learned in implementing national and international strategic documents in the AML/CFT area. The participants discussed the results of the *AML/CFT National Risk Assess-*

*ment Report for 2018-2020* and the implementation of the national *Risk Management Action Plan 2021-2022*. On 15 and 16 July, the experts held a two-day discussion on the process of National Preparation to the Mutual Evaluation of Turkmenistan's AML/CFT system of the Eurasian Group on Combating Money Laundering and Financing of Terrorism (EAG).

In July and August, the Centre provided its expert support in the elaboration of three subsidiary laws in the AML/CFT area, including on measures to identify property obtained by criminal means or income deriving from the use of such property. The draft documents, developed by an international expert from Belarus (woman) in close co-operation with national officials representing the MoIA, the GPO, and the SCS, were submitted for further elaboration to relevant national stakeholders.

On 2 November, the Centre completed a cycle of 16 weekly consultative meetings with 34 representatives (13 women; 21 men) of relevant financial institutions, organized to support the process of National Preparation to the Mutual Evaluation of Turkmenistan's AML/CFT system by the EAG. An international expert from Latvia (man) shared best practices in preparing for the EAG reporting procedure and discussed with the participants relevant national legislative and strategic documents' compliance with FATF standards. This activity is a direct continuation of the Centre's support to Turkmenistan in the implementation of its international obligations in the AML/CFT area, including FATF recommendations.

In December, the Centre provided international expertise in developing three by-laws in the AML/CFT area and elaborating two anti-corruption legal acts. An international expert from Lithuania (man) supported the elaboration of the draft *Procedure for receiving, analysing information related to suspicious and mandatory control received from the relevant state and non-state authorities of Turkmenistan*, the *Procedure for conducting strategic analysis* and the *Procedure for training, retraining and advanced training of employees of financial monitoring service*. In addition, an international expert from Latvia (man) provided support in analysing and elaborating the draft Law of Turkmenistan on anti-corruption expertise of normative legal acts and drafts of normative legal acts and the draft *Rules and methodology for conducting of anti-corruption expertise of the legal acts and draft legal acts*. The activities are the continuation of the Centre's support to the host country in promoting good governance principles and bringing the national legislative system in line with the FATF recommendations and other international standards.

## Gender-based Violence

From 23 to 25 August, the Centre's implementing partner, the NGO Keyik Okara, conducted the first in a series of three seminars aimed at raising awareness of domestic violence, its prevention, and referral mechanisms available to potential victims. The event, organized within the framework of the project Raising Awareness about Domestic Violence and Assistance to Victims of Domestic Violence, hosted a total of 14 high school students and other individuals interested in the subject (11 women; 3 men).

On 7 and 8 September, in the framework of the Centre's project Supporting Turkmenistan's efforts in preventing and criminalizing domestic violence, the Centre organized an online seminar on the prevention and criminalization of domestic violence for 14 participants (7 women; 7 men) from relevant ministries and institutions. Three experts (women) from Bulgaria, Kyrgyzstan, and Ukraine presented the domestic violence criminalization process in their countries and took part in the discussions on the current state of affairs in Turkmenistan regarding the revision of and amendments to the existing legislation as well as the adoption of a new law criminalizing domestic violence.

From 26 to 28 October, the NGO Keyik Okara conducted the second in a series of three seminars aimed at raising awareness of domestic violence, its prevention, and referral mechanisms available to potential victims. The event, attended by 12 participants (7 women; 5 men), composed of high school students and other individuals interested in the subject, was organized within the framework of the project Raising Awareness about Domestic Violence and Assistance to Victims of Domestic Violence. It also supported the implementation of the *National Action Plan on Gender Equality 2021-2025* and, in particular, the development of Turkmenistan's legal framework on domestic violence, including a national strategy and an action plan.

From 16 to 18 November, the NGO Keyik Okara conducted the third and last seminar of the above series, gathering the participation of a total of 14 participants (women).

On 25 and 26 November, the Centre organized an online seminar on developing and introducing training courses focused on preventing and responding to domestic violence for law enforcement personnel. Three experts (women) from Bulgaria, Kyrgyzstan, and Ukraine facilitated the seminar and shared experiences from their respective countries. The event, part of the Centre's continued assistance to the Government of Turkmenistan in fulfilling its gender equality commitments, addressed legislation that protects and

safeguards women's rights, international standards in the criminalization of domestic violence, and best practices in preventing and handling domestic violence cases in real life. Some 23 participants (6 women; 17 men) from relevant ministries, State bodies, and CSOs participated in the discussions.

## Activities Related to Threats Posed by Criminal Activity

### Counter-Terrorism and P/C VERLT

From 11 January to 18 March and from 19 April to 22 June, the Centre supported TNTD-organized ToT seminars for the Leaders against Intolerance and Violent Extremism (LIVE) online training programme for women and community leaders from Central Asia, with the participation of ten trainers (7 women; 3 men) from CS. The seminar prepared regional facilitators to deliver training courses part of the OSCE's LIVE initiative. The initiative seeks to promote context-specific efforts against violent extremism across the OSCE area developed and led by CS at the grassroots level. Participants strengthened facilitation skills, knowledge, and awareness of concepts covered by the LIVE curriculum. Following the ToT course, two OSCE-certified trainers helped the Centre in facilitating a pilot webinar for a national audience on the role of youth in preventing the threat of VERLT.

On 9 April, the Centre held an online meeting with local IOM representatives to examine areas of future co-operation and to ensure no duplication of efforts in assisting Turkmenistan in its implementation of the API system. This system will facilitate the identification of possible FTFs and allow law enforcement agencies to prevent their international travel.

On 12 April, the Centre supported the online participation of 12 representatives (1 woman; 11 men) of the MoIA, the SBS, the SMS, and the Civil Aviation Agency Turkmenhowayollary (Turkmen Airways) in a roundtable on the Eastern Europe Informal Working Group (IWG) on API. The roundtable provided information on success stories and best practices related to the establishment of the API from other OSCE participating States.

On 20 and 21 April, the Centre supported the online participation of a representative of the MFA at the OSCE-wide Counter-Terrorism Conference entitled Reinforcing a Comprehensive Approach to Preventing and Countering Terrorism and VERLT in a Changing Landscape, held in Vienna in a blended format.

On 7 June, the Centre facilitated an introductory meeting with national stakeholders on implementing the API System in Turkmenistan. The online event was hosted jointly by the Centre and TNTD/BSMU, and included OSCE experts on API and PNR. The event briefly presented the OSCE assistance programme to the OSCE participating States, recommendations for the creation of a roadmap on API system implementation and received feedback on the host government authorities' initial actions taken in this field. The feedback helped shape the content of the joint OSCE-IOM seminar on possible technical and expert support on API/PNR procedures, scheduled for 2022. Co-operation with the host government on API/PNR issues is maintained within the framework of the Centre's project Supporting the Establishment of API System in Turkmenistan, and in response to the *National Strategy on Preventing Violent Extremism and Combating Terrorism for 2020-2024*. Nine senior officials (2 women; 7 men) representing the MoIA, the SMS, the SCS, and Turkmenistan Airlines participated in the discussions.

On 29 and 30 October, the Centre supported the participation of 12 representatives (2 women; 10 men) of the Ministry of National Security, the MoIA, the Ministry of Industry and Communications, the SBS, the SMS and Turkmenistan Airlines in the fourth OSCE-wide Seminar on Passenger Data Exchange, organized by TNTD/BSMU and the UNOCT. The online meeting brought together passenger data experts from OSCE participating States and Partners for Co-operation. The event aimed to identify the technical assistance needs of States in their implementation of UNSCR 2396 (2017), which focuses on preventing the return of FTFs by mandating States to adopt and use both API and PNR data systems to check against national and international watch lists of known and suspected terrorists, in accordance with international law and human rights.

On 8 and 9 November, jointly with TNTD/BSMU, the Centre co-operated with IOM in the organization of a seminar on the state of play of API/PNR System implementation in Turkmenistan. A total of 12 officers (3 women; 9 men) from various law enforcement and aviation-related agencies discussed the legislative aspects of API and steps needed to develop a road map towards a National Action Plan.

## Illicit Drugs and Chemical Precursors

On 1 June, the Centre facilitated the participation of eight officials (men) from Turkmenistan's MoIA, the MFE, the SCS and the SBS at the 2021 OSCE-wide Conference on Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors: Addressing Drug Trafficking and Re-

lated Organized Crime by Following the Money. The conference, organized online by the Swedish OSCE Chair with the support of the TNTD/SPMU, addressed the illicit financial flows linked to corruption and money laundering and explored ways for co-ordinated responses at a regional and international level with the help of the OSCE as a security co-operation platform.

From 12 to 14 July, the Centre organized a three-day training seminar in Ashgabat to address illicit drugs and chemical precursors, elaborate on new trends, and analyse the implications of the COVID-19 pandemic on the illegal drug market. The event, led by an international expert from Georgia (man), was held in a blended format and brought together 20 representatives (men) of the MoIA, the SBS, the SCS, and the GPO. The seminar was organized within the framework of the Centre's project Building Capacity of Law Enforcement and Security Officials of Turkmenistan in Countering Transnational Threats Related to Organized Crime and Terrorism.

## Trafficking in Human Beings

On 22 and 23 November, in co-operation with OSR/CTHB, the Centre organized an online seminar to discuss a victim-centred approach and multi-agency co-operation in combating THB. A total of six experts (4 women; 2 men) from Kazakhstan, Kyrgyzstan, and Turkmenistan presented measures to strengthen the interagency response to THB in light of national and international challenges. They also discussed practices and approaches to comprehensive assistance to THB victims in the OSCE region. Some 22 participants (6 women; 16 men) attended the event, representing the Mejlis, the the MoJ, the MoIA, the Ministry of Labour and Social Welfare, the GPO, the SBS, the SMS, the Supreme Court, the Office of the Ombudsperson, the Bar Association, the Institute of State, Law and Democracy, the Women's Union and youth organizations.

## Cybercrime and Cyber/ICT Security

In 2021, the Centre launched its co-operation with the Turkmenistan Institute of Telecommunications and Informatics (TCII), which led to the establishment of a Cybersecurity Centre of Excellence (CCoE). The project, agreed for implementation with the Government of Turkmenistan, aims at supporting the host government's efforts in building cybersecurity capacities and strengthening the country's cyber/ICT security in an era of rapidly developing digital technologies. The CCoE provides a platform for sharing global practices

in the field of cyber/ICT security, countering cyber threats and cyberattacks. With state-of-the-art facilities, the CCoE will also strengthen educational and academic research in the field of information security and communication technologies. This capacity-building project will enhance the qualifications of teachers and increase students' knowledge and facilitate advanced training of public and private sector cyber/ICT specialists.

Throughout 2021, the Centre was actively collaborating with the Ministry of Education and senior management of the TCII on logistical and technical matters concerning the procurement of necessary equipment and refurbishment works at the CCoE. The Centre procured necessary computer and multimedia equipment, software products, and laid out necessary internet and network infrastructure. The Centre also helped to develop a Draft Regulation on the CCoE to define its main tasks and responsibilities and officially approve its establishment. In compliance with the project terms, the TCII provided a two-room space for the CCoE and appointed a focal point for regular contacts with the Centre's project staff during the set-up process. The project is pending official launch in 2022.

On 22 and 23 June, the Centre facilitated the participation of six officials (1 woman; 5 men) representing the MFA, the Ministry of National Security, the Turkmenaragatnashyk (State Communications) Agency, the State Cybersecurity Commission, and the TCII in the online third Inter-Regional Conference on Cyber/ICT Security, organized jointly by the Republic of Korea and the OSCE. Participants learned about the global trends in cyber/ICT security and how to enhance co-operation between the OSCE and its Asian Partners for Co-operation in this field.

From 20 to 24 September, with support from the Centre, three participants (men) from the MoIA and the State Communications Agency attended the first part of a regional ToT course, conducted online in the framework of the TNTD/SPMU's ExB project Capacity Building on Combating Cybercrime in Central Asia.

From 27 September to 1 October, the Centre facilitated the participation of three experts (men) from the MoIA and the State Communications Agency at the OSCE training course entitled Handling Digital Evidence by First Responders, held online in the framework of the TNTD/SPMU's ExB project Capacity Building on Combating Cybercrime in Central Asia.

From 25 to 29 October, the Centre facilitated the participation of two representatives of the MoIA and one representative of the State Communications Agency (men) in the online OSCE training course entitled Introduction into the Dark Web and Virtual Currencies, organized by TNTD/SPMU. The training provided participants with basic theoretical knowledge and practical skills in investigating crimes facilitated by the use of the Dark Web and virtual currencies.

From 6 to 10 December, the Centre facilitated the participation of three officials (men) representing the MoIA, the GPO and the State Communications Agency in an online training course on internet investigations and open-source intelligence gathering. Organized within the framework of TNTD/SPMU ExB project Capacity Building on Combating Cybercrime in Central Asia, the course was developed by ECTEG.

## Border Security and Management / Customs

On 19 and 20 May, the Centre took part in and supported the participation of five officials (men) representing Turkmenistan's law enforcement and border security agencies at the second online training course on Identification of Impostors at Border Crossing Points, conducted by the TNTD/BSMU. Developed with the Austrian Federal MoI, this training programme aims at advancing the practical skills of border control officers to identify potential criminals attempting to cross borders using false identities.

From 2 to 4 June, as part of the ExB project Strengthening Border Service Capacities in Turkmenistan, the Centre organized an online training course for representatives of Turkmenistan's border agencies and transport sectors on the facilitation of border-crossing procedures for transit goods through the possible establishment of a single logistics centre on the Lapis Lazuli Corridor<sup>31</sup>. The course brought together 62 participants (6 women; 56 men). Two international (men) and five national experts (1 woman; 4 men) facilitated the event, leveraging international and local expertise in trade, transit, and transport facilitation. The experts presented the concept of establishing a single logistics centre on an international transit and transport corridor. The course constituted a platform for discussion of goals and objectives for the single logistics centre on the Lapis Lazuli Corridor and provided opportunities for interaction with stakeholders involved in international transport, logistics, and digitalization of transport and transit operations, resulting in a deeper understanding of transport facilitation including security, legal,

31 An international transit route opened in 2018 linking Afghanistan to Türkiye via Turkmenistan, Azerbaijan, and Georgia.

economic and social factors. As a result, the Single Logistics Centre concept was finalized and submitted to the host government for consideration and possible adoption. In line with Turkmenistan's Transport Policy, the course was designed to contribute to the host government's efforts to make the Lapis Lazuli Corridor operational for the benefit of the wider region, including Afghanistan.

From 27 to 29 July, the Centre organized an online joint Turkmen-Afghan workshop on managing border crossing points located along international maritime, rail, and road corridors. The event brought together 62 participants (9 women; 53 men) from Afghanistan, Azerbaijan, and Turkmenistan. The workshop presented the Single Logistics Centre concept on the Lapis Lazuli Corridor and international best practices to optimize multimodal transit and transport corridors. The workshop was part of the Centre's efforts to enhance regional economic co-operation and connectivity between Afghanistan, Azerbaijan, Georgia, Türkiye, and Turkmenistan.

From 1 to 5 November, the Centre held a training course on the modernization of seaport control procedures following the COVID-19 pandemic. An expert from the United States (man), led the training course that focused on sharing experiences on maritime security issues and presenting modern methods in improving the security responsibilities of law enforcement, border control agencies, port officials, and quarantine agents serving at the Turkmenbashi International Seaport on the Caspian Sea coast. The training course brought together 22 operational level officers (3 women; 19 men) representing the MoD, the Transport Police of the MoIA, the Ministry of Healthcare and Medical Industry, the SBS, the SCS, the SMS, the GPO, as well as Turkmenbiznes (Marine Transport Agency) and Turkmenbashi International Seaport Administration. Participants learned about maritime security concepts and responsibilities, port security assessment and planning, emergency preparedness and security administration, as well as threat identification and response.

On 4 and 5 November, the Centre organized an online workshop to present international best practices on cross-border harmonization of legal and policy frameworks, interoperability of data exchange systems, transport data infrastructures, and collaboration among diverse public and private stakeholders. The event brought together 77 mid-level government officials (12 women; 65 men) from Azerbaijan, Georgia, Türkiye, and Turkmenistan. Workshop discussions were led by two experts (men) from Switzerland and the Russian Federation, formulating a set of recommendations to be factored



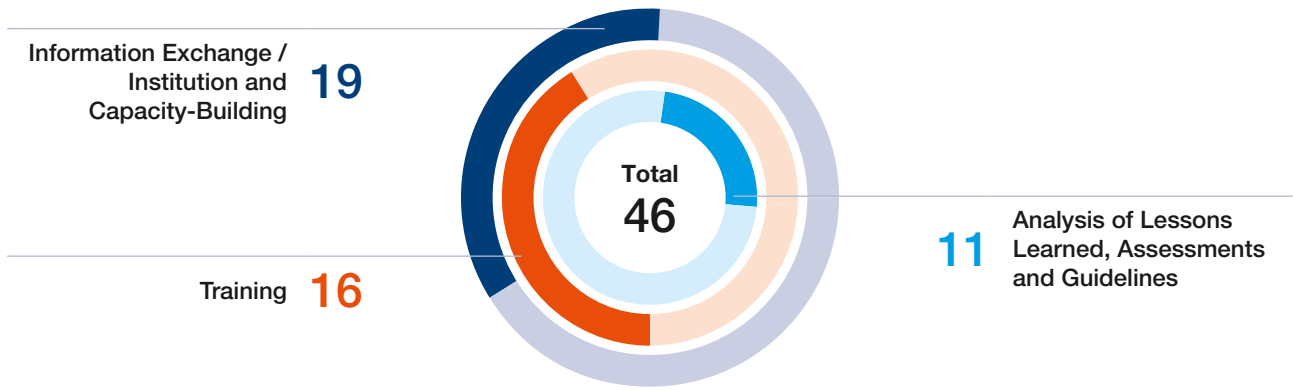
**Ministry of Internal Affairs officials at the OSCE-organized Online Training Course on Seaport Security Management and the COVID-19 Pandemic Ramifications, Ashgabat, Turkmenistan, 1 November 2021.**

[Centre in Ashgabat](#)

into the strategy on implementing the Lapis Lazuli Transport Corridor in Turkmenistan, commissioned by the Centre. The workshop was organized under the ExB project Strengthening Border Service Capacities in Turkmenistan, as part of the Centre's ongoing efforts to promote transport connectivity in the region.

On 25 and 26 November, the Centre facilitated an online roundtable to discuss the development of a comprehensive dog-training manual and define its chapters. The discussion was led by two Swedish experts (men) from the Scandinavian Working Dog Institute, gathering ten canine officers (men) from the SBS and the SCS. The activity was organized under the ExB project Strengthening Border Service Capacities in Turkmenistan, as part of the Centre's efforts to strengthen the capacity of the national partners in training dogs working at the State border.

## Centre in Ashgabat – Police-Related Activities 2021





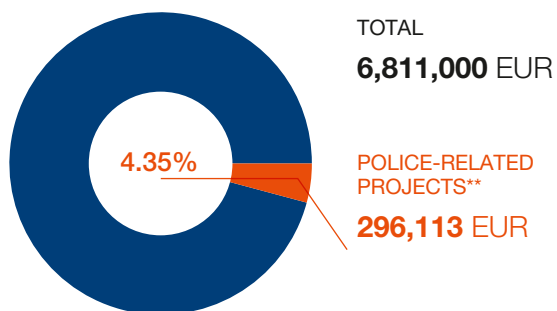
## 4.10 Programme Office in Bishkek

### Introduction

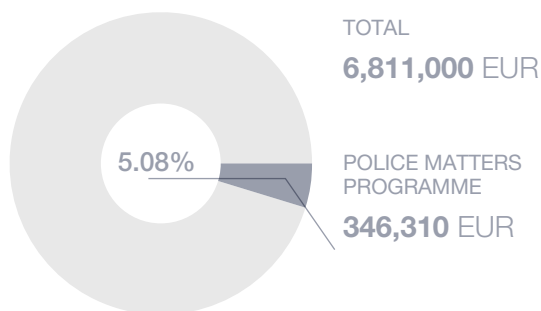
The OSCE Programme Office in Bishkek (POiB), previously the Centre in Bishkek (CiB), was established in 1998 to promote the implementation of OSCE commitments in all three dimensions of comprehensive security, to facilitate the exchange of information, to establish and maintain contacts with local authorities, academia and CS institutions, and to provide support based on the evolving needs and priorities of the Kyrgyz Republic.

### BUDGET (UB)\*

2021

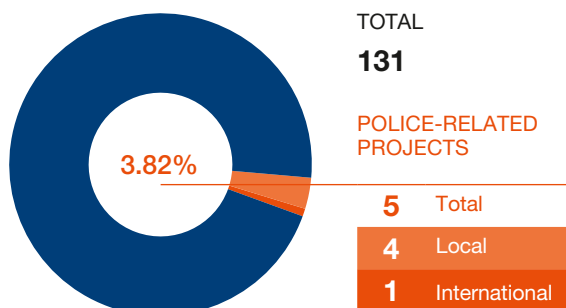


2020

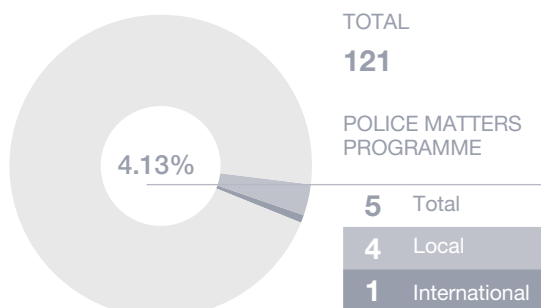


### STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Programme Office in Bishkek.  
 \*\* Police Matters Programme is absent in 2021. Police-related projects are "Assistance in Further Development of a Service-Oriented Law Enforcement System" and "Assisting the Kyrgyz Republic in Combating Organized Crime and Drug Trafficking".

The Programme Office supports the host country authorities in developing and reforming the law enforcement system with an emphasis on the rule of law, human rights, gender and multi-ethnic representation across all law enforcement agencies. The POiB furthers these principles through providing expert, methodological and technical assistance to unite and co-ordinate national efforts to counter transnational threats such as organized crime and illicit drug trafficking.

## Activities Related to General Police Development and Reform

### Police Development and Reform

On 29 and 30 July, the POiB organized a two-day co-ordination meeting for representatives of the local mobile police reception (MPR) Councils, to discuss current issues and possibility to develop MPR activities throughout the Kyrgyz Republic, as highlighted by the results of several public opinion surveys. Some 50 representatives (22 women; 28 men) of the local MPR Councils, coming from 27 territorial police departments as well as participants from the Mol, discussed MPRs' role in combating domestic violence and preventing gender-based violence, including bride kidnapping and forced marriage. In 2021, the POiB assisted the Mol in launching additional six new MPR vehicles. Currently, 50 MPR vehicles, 39 of which were launched with the support of the POiB, are operating in 46 police departments throughout the country.

From 13 September to 8 October, the POiB supported the organization of a series of training courses on democratic policing principles, prevention of transnational threats and domestic violence for 635 juvenile delinquency inspectors and community policing officers (120 women; 515 men) across police departments located in all seven provinces of the country. The goal of the training courses was to enhance the capacity of participants in the prevention of domestic and gender-based violence, as well as to promote effective communication and co-operation between police officers and the communities they serve.

On 18 November in Osh, and on 23 November in Bishkek, the POiB organized two training seminars focused on the prevention and countering of transnational threats, including VERLT, among the youth for 80 representatives (27 women; 53 men) of the Mol and the Ministry of Education of the Kyrgyz Republic. The purpose of the training seminar was to strengthen the capacities and knowledge of participants in actively detecting and preventing cases of violent extremism and radicalization among youth. As a result, participants gained the necessary skills to identify and analyse the dan-

gerous narratives stemming from extremist groups, exploited by its leaders to recruit young people and other vulnerable target groups.

Throughout 2021, the POiB supported capacity-building activities of the Mol MPR Monitoring and Co-ordination Centre and monitored the operation of MPR vehicles. According to the statistics provided by the Centre, the total number of citizens' visits to the MPR teams has increased up to 25,162 in 2021 in comparison to the 12,813 visits in 2020, pointing to a general increase in citizens' level of trust towards the police. From April to December, MPR vehicles were monitored through GPS trackers, whose subscription fee was entirely covered by the POiB. In December, the POiB also assisted the Mol with the procurement of a TV screen to effectively monitor MRP vehicles.

### Gender Mainstreaming

In December, the POiB supported the organization of a working seminar and conference on sharing good practices of gender mainstreaming in law enforcement agencies, gathering 70 participants (50 women; 20 men) from all over the country. The events, dedicated to the 10th anniversary of the establishment of the Kyrgyz Association of Women Police (KAWP) and the 5th anniversary of the establishment of the Kyrgyz Association of Women in Security Sector (KAWSS), served as a platform to share the results and key achievements of the associations over the years and to display planned activities for 2022-2023.

### Community Policing, Police–Public Relations and Crime Prevention

From 25 to 27 August, the POiB organized a three-day training course for 15 representatives (6 women; 9 men) of the territorial police departments of the Mol on the promotion of UNSCR 1325 on Women, Peace, and Security and its implementation in the Kyrgyz Republic. The goal of the training course was to enhance the capacities of Mol representatives on the subject to further distribute the obtained knowledge in their respective departments, through activities such as ToTs.

In November, the POiB provided technical support in establishing two training classes and conducted a training session for 45 participants (12 women; 33 men) from the Mol Academy and the Mol Republican Training Centre on the Unified Crime Registering (UCR) system. The main goal behind the establishment of the training classes was to help participants develop the necessary hard skills to operate the UCR system as well as to provide a practical overview on the system's data-entering techniques. Ultimately, the introduction to the use of this system aims to help in combating the concealment of crimes such as corruption, robbery, domestic violence and other crimes.

From 14 to 17 December, the POiB supported the Mol Academy in conducting training sessions focused on behaviour during emergency situations by inviting local lecturers and international experts. The training sessions gathered 130 officers (32 women; 98 men) from the Mol Academy and Mol Republican Training Centre. The main goal of the training courses was to provide the participants with an overview of the available techniques of dialogue with crowds, prevention of conflict situations as well as exit strategies. The training sessions also highlighted the work of MPR vehicles based on the MPR activities during the latest incidents on the Kyrgyz-Tajik border in the Batken province.


## Gender-based Violence

From 20 September to 7 October, the POiB supported an initiative of the KAWSS on teaching topics such as human rights, transnational threats and domestic violence to high school students. The campaign, covering 1712 high school students (958 girls; 754 boys) from 15 schools throughout the country, aimed at deepening their knowledge of children's rights, domestic violence and transnational threats.

From 15 to 19 November, the POiB supported the KAWSS with the organization of a four-day working seminar on the topic of State actors' action in the prevention of domestic violence and the participation of female staff. The event gathered 20 representatives (17 women; 3 men) of the Office of the President, the Ombudsman, the Office of the Prosecutor, the Mol, the MoD, the Ministry of Health and Social Development and the SBS. The main goal of the seminar was to enhance the capacities of law enforcement agencies in preventing and combating domestic and gender-based violence in the Kyrgyz Republic.



Opening of a computer class at the Mol Academy, Bishkek, 29 October 2021.

 Programme Office in Bishkek

## Other activities, including co-ordination and co-operation

In November, the POiB facilitated the participation of the Minister of Interior of Kyrgyzstan and a delegation of Kyrgyz officials at the OSCE HCNM's 15th Anniversary Conference on the Recommendations on Policing in Multi-Ethnic Societies, held in-person in Vienna. The POiB also facilitated the exchange between Kyrgyz Mol officials and representatives of UN Headquarters' Police Division, which focused on the creation of a training centre for UN peacekeepers in Kyrgyzstan.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

From June to July, the POiB assisted the Mol with the organization of a series of induction training seminars for 128 police officers (11 women; 117 men) across the country. The training seminars focused on effective investigation of serious and organized crime cases involving the use of modern analytical ICT tools, which were introduced in the Mol in 2014 with the POiB's support. Additionally, the POiB provided server equipment for maintaining the database infrastructure.

To further support the Witness Protection Program within the Mol, the POiB provided technical equipment and soft-

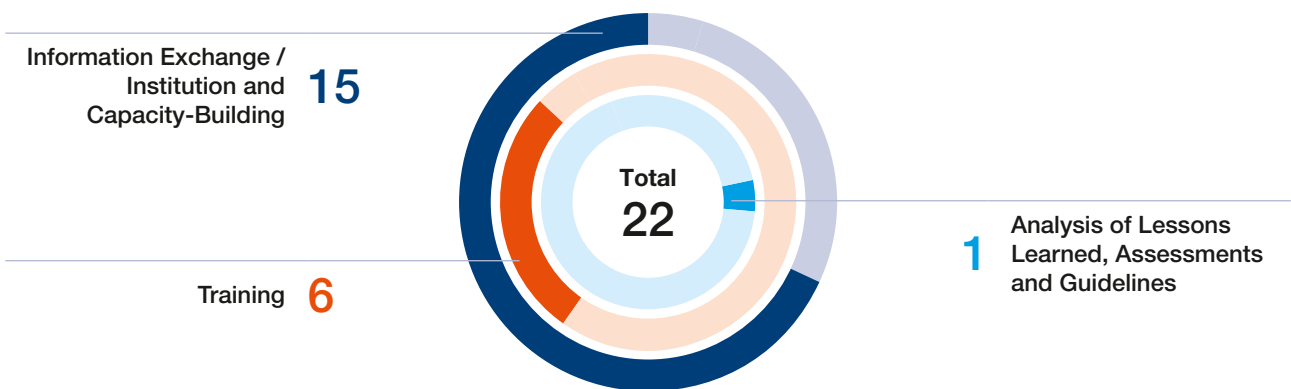
ware that allows safe and secure connection to more than 50 courtrooms across the country. In this field, technologic innovations such as voice and image changing features have improved anonymity provisions, while hardware encryption options have ensured high security standards.

### Illicit Drugs and Chemical Precursors

Throughout 2021, in close co-ordination with the Ministry of Education and under the guide of the *Counter Narcotics Strategy of the Kyrgyz Republic 2021-2025*, the POiB supported the organization of a total of 12 illicit drug prevention initiatives. As a result, more than 1,500 children across the

country were acquainted with the negative consequences of illicit drug abuse. From March to April, the POiB supported the organization of seven seminars across the country for illicit drug prevention experts. The initiatives aimed at improving co-ordination and analysing best practices in the implementation of awareness-raising campaigns in local communities. The POiB also supported the production of awareness-raising video materials and a practical guidebook for police officers on countering illicit drug-related crimes, scheduled to be further updated according to recent legislative developments. To enhance anti-drug forensic capabilities of the Mol, in December, the POiB also supported the procurement of special analytical scales and provided maintenance service of gas chromatograph equipment.

## Programme Office in Bishkek – Police-Related Activities 2021



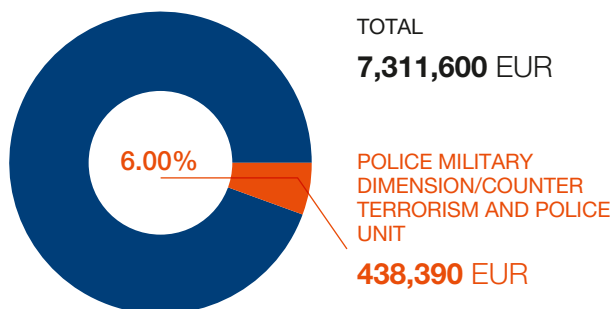
## 4.11 Programme Office in Dushanbe

### Introduction

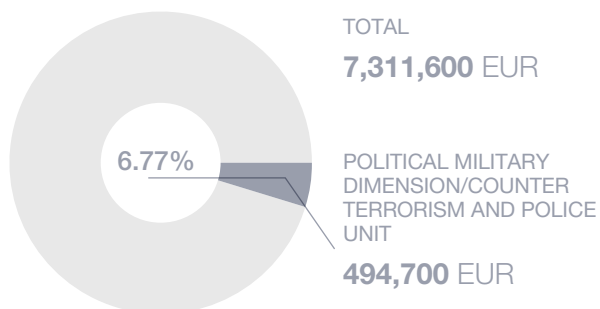
The OSCE Programme Office in Dushanbe (the Office), established as the OSCE Bureau in Tajikistan in 1994, is mandated to assist the Republic of Tajikistan in the formation of modern approaches to security issues and threats. In accordance with the existing OSCE concept on policing, the Office takes measures to build the capacity of law enforcement agencies and assists the Government of the Republic of Tajikistan in the development and reform of the internal affairs bodies.

### BUDGET (UB)\*

2021

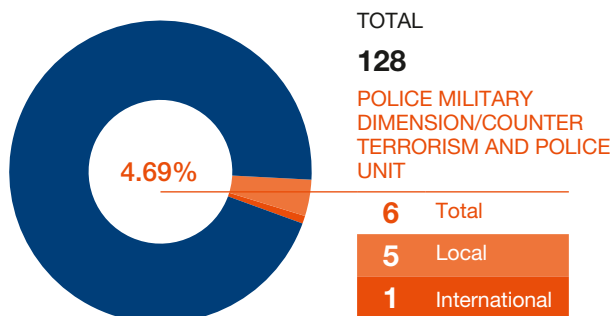


2020

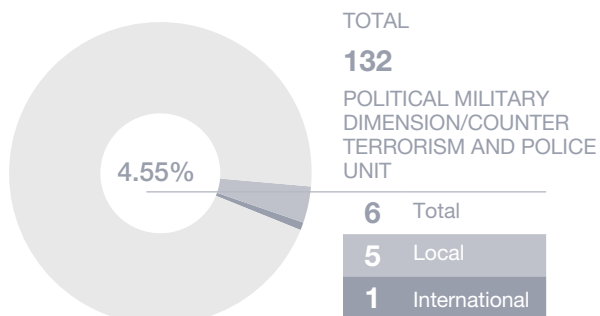


### STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Programme Office in Dushanbe.

In 2021, the Police Assistance Project of the Office continued providing support to the MoIA and Drug Control Agency (DCA) in promoting police reform and capacity-building within the law enforcement sector of Tajikistan. According to the newly adopted *Police Reform Programme and its Action Plan for the period of 2021–2025*, most of the activities that have not implemented during the period of 2013–2020 have been transferred to the Programme and Action Plan currently active.



Donation of first Mobile Police Receptions to the MoIA, Dushanbe, Republic of Tajikistan, 17 June 2021.

 Programme Office in Dushanbe/Farhodjon Nabiulloev

Within the amended *Police Reform Programme and its Action Plan for the period of 2021–2025*, the Office continued supporting the MoIA by establishing MPRs, contributing to the expansion of the E-Crime Registration System and promoting the work of Public Councils (PCs) at the district level. The Office continued providing support to the DCA to raise awareness on illicit drug abuse, particularly among youth, and counteracting the proliferation of illicit drugs, by providing specialized equipment and organizing capacity-building training activities.

## Activities Related to General Police Development and Reform

### Police Reform and Law Enforcement Sector Development

In 2021, the Office contributed to the publication of two strategic documents related to the reform and modernization of law enforcement sector in Tajikistan by covering expenses related to layout design and printing of the new *Police Reform Programme and its Action Plan for the period of 2021–2025* and the new *National Anti-Drug Strategy for 2021–2025*.

In 2021, in close co-operation with the Office, the MoIA developed and adopted the legal framework of the new MPR service, began in October 2020, including operational aspects such as provision of MPR service, job descriptions for MPR officers, annual schedule of travel to remote communities and templates for reporting and feedback analysis. The Office supported the MoIA with four fully functional mobile office vans equipped with furniture, laptops, printers and GPS modules. In August and November 2021, the Office also supported the MoIA in conducting four training courses for MoIA officers who were assigned to MPRs. Some 85 officers (3 women; 83 men) participated in four events and gained required knowledge and skills for operating in MPRs. As a result of the piloting process, two MPRs were deployed in the Kulyab region and districts of Republican Subordination, conducting a total of 18 visits and providing legal consultations for citizens in remote communities.

Having already provided support and expertise to develop the modern E-Crime Registration System, in 2021 the Office supported the expansion of the digital tool in nine districts of Tajikistan. The Office also acquired office furniture and ICT equipment, to be delivered and donated to the MoIA in 2022.

## Gender Mainstreaming

On 12 and 13 March, in line with the cross-dimensional co-operation between the Office's politico-military and human dimensions and in co-operation with the Japan International Cooperation Agency (JICA), the Office organized a roundtable on the establishment of a women's association in the law enforcement sector with the aim of supporting the MoIA's Women Board. The event, which took place in the Varzob district, gathered a total of 30 participants (27 women; 3 men) from the MoIA, the DCA, the Border Troops, the Anti-Corruption Agency, the Customs Service, the GPO and the State Committee of National Security. Participants stressed the need to establish a women's association in the law enforcement sector and requested the MoIA's Women Board to take a leading role in this process.

## Community Policing, Police-Public Relations and Crime Prevention

From April to May, in co-operation with the JICA, the Office supported the organization of 10 informative sessions in 10 districts of Republic of Tajikistan on the *Guidebook on Interaction between Police and Communities* to ensure public order. Four of these training events were held in four different district departments of Dushanbe and targeted territorial police inspectors of the MoIA and PCs members. A total of 10 two-day courses were delivered by 4 local experts (men) from the MoIA Academy, involving 153 police officers (25 women; 128 men) and 74 PC members (21 women; 53 men).

In 2021, the Office continued to promote its already established approach of co-operating with implementing partners to support the activities of regional PCs. In consultation with the MoIA, the Office contracted three local NGOs as implementing partners, to support the activities of PCs in the Khatlon, Kulyab and Sughd regions. As a result, from July to November, 117 meetings were conducted by PCs in co-operation with MoIA district departments across the three regions and more than 83 active citizens (16 women; 67 men) became members of PCs on a district level. Furthermore, several public awareness raising campaigns were conducted by regional and district PCs. Among these, seven regional roundtables on police interaction with communities were organized by PCs, involving district level police officers, local

government officials, regional mass media and PCs members. Additionally, nine informative bulletins on PCs activities were developed and distributed among regional and district governmental institutions. Fifteen articles and news items were published by local journalists about PCs activities in regional mass media, five reportages about PCs interaction with local MoIA structures were produced and broadcasted on regional TV-stations and three talkshows on the work of MoIA's territorial police inspectors and the police reform process were produced and broadcasted on regional TV-stations. Moreover, four information stands on PCs activities were produced and installed in public places of the Guliston, Kabodiyon and Vose districts and regional PCs shared their work and achievements on various social media networks. Finally, eight initiatives such as sport events, advocacy and educational campaigns were organized and supported with donations of sports equipment, stationaries, prizes and distribution materials. Throughout 2021, the Office also supported five PCs in the Khatlon, Khorog, Khujand, Kulyab and Rasht regions by providing a full office package, including stationery and access to the internet.

## Human Rights and Police Accountability

From September to December, the Office supported the MoIA in renovating the reception premises of four MoIA district departments to ensure professional identification procedures and respect for human rights during initial interviews. The Office contracted a local company, which renovated allocated premises and installed two-way mirrors, furniture, ICT equipment, as well as CCTV and audio equipment.

From 18 to 22 October, the Office organized a five-day training course on the practical implementation of mechanisms for protecting human rights and promoting gender aspects in the work of law enforcement agencies. The training course was delivered by two local experts (women), one of them a civil lawyer and the other trainer on gender mainstreaming aspects. A total of 20 young officers (4 women; 16 men) of the DCA actively participated in the training course and improved their knowledge and skills on human rights and gender mainstreaming in the law enforcement sector.

## Activities Related to Threats Posed by Criminal Activity

### Counter-Terrorism and P/C VERLT

From April 2020 to June 2021, the Office provided operational and legal aid to the host country to revise and update the *National Strategy and Action Plan on Countering Extremism and Terrorism for 2021-2025*, and align the document to relevant OSCE principles and commitments. In co-operation with UNOCT and relevant OSCE structures, the Office provided comprehensive legal analysis to the draft policy by placing focus on the importance of respecting human rights standards.

From May to June, the Office pledged technical assistance to the GPO, Tajikistan's lead government agency to co-ordinate the implementation of the National Strategy and Action Plan on Countering Extremism and Terrorism with the aim to enhance the institutional capacity of its National Training Centre on countering terrorism and violent extremism. The Office also assisted the GPO in developing a website on the implementation of Tajikistan's national and international counter-terrorism obligations, aiming to improve the co-ordination and information exchange mechanisms between domestic and international actors on counter-terrorism issues.

From 1 to 3 December, the Office delivered a training course to 18 law enforcement officers (men) from the MoIA, the State Committee for National Security, and the GPO. The training course, based on ODIHR's Practical Manual for law enforcement officers *Human Rights in Counter-Terrorism Investigations*, aimed to provide participants with useful tools and concrete guidance on conducting effective counter-terrorism investigations while upholding the respect for human rights and avoiding the ill-treatment and torture of terrorist suspects. The training evaluation demonstrated that local law enforcement officers improved their skills on the international legal framework related to the eradication of torture and ill-treatment in the context of counter-terrorism investigations.

On 7 and 8 December, jointly with TNTD/ATU and the Terrorism Prevention Branch of UNODC, the Office organized a national needs assessment seminar on requesting electronic evidence across borders. The event brought together 25 national stakeholders (6 women; 19 men) represent-

ing the ministries of justice, interior and foreign affairs, the Supreme Court, the State Committee for National Security, the GPO, and the Communication Service. The seminar aimed at helping local stakeholders from law enforcement and judicial bodies to identify the gaps in the national legislation and challenges in co-operating with foreign service providers in the framework of the host country's counter-terrorism efforts.

### Illicit Drugs and Chemical Precursors

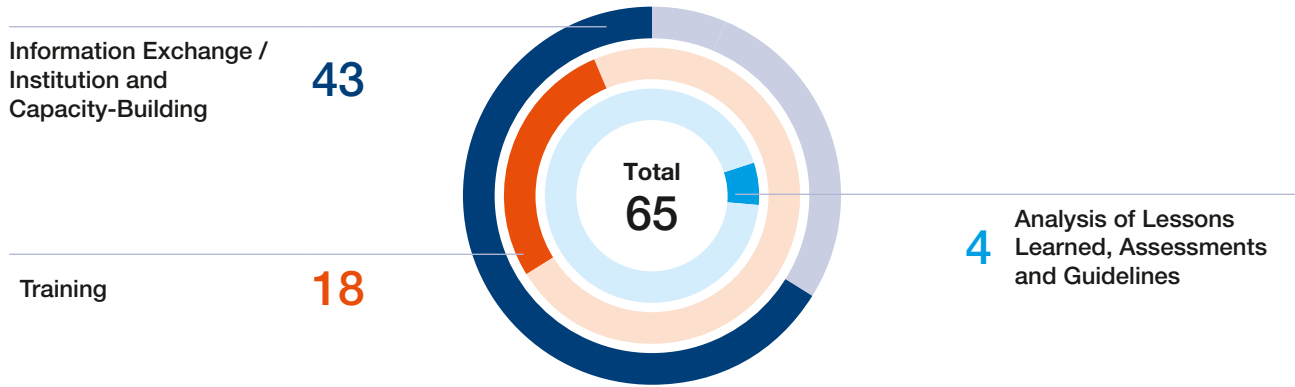
From April to June, the Office supported the DCA in raising public awareness on illicit drug abuse, including among young people, by hiring a professional video-production company to develop and produce a video with the purpose of raising awareness among youth on illicit drug abuse and its detrimental consequences. As a result, in June, the video was broadcasted by all national TV-stations as a social advertisement and was promoted via social networks.

From 14 to 18 June, the Office supported the organization of a five-day training course on increasing the knowledge and practical skills of operative DCA officers in combating illicit drug trafficking by using ILP. The course was delivered by three local experts (men) and was attended by 16 officers (men) of operative units of the DCA.

From 15 to 17 November, in co-operation with the TNTD/SPMU, the Office organized a three-day online training course for DCA officers on countering trafficking illicit drugs via internet and specifics of initial investigations. Some 15 officers (men) from the Operations Department and the Investigation Department of the DCA participated in the training and improved their knowledge on countering illicit drug trafficking with the use of internet. The training course, facilitated by TNTD/SPMU and the Permanent Mission of the Russian Federation to the OSCE, was delivered by two trainers (men) from the Siberian Law Institute under the MoIA of the Russian Federation. Participants explored general concepts related to hidden networks, including the Darkweb, and addressed the misuse of cryptocurrencies and official payment systems through which illicit drugs can be purchased. Participants also learned about special investigation techniques used to conduct the seizure and examination of electronic data and ICT devices, including audio, photo and video footage and how they fall into the crime scene investigation protocol.



## Programme Office in Dushanbe – Police-Related Activities 2021



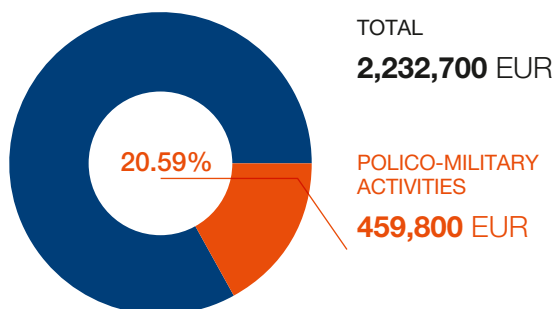
## 4.12 Programme Office in Nur-Sultan

### Introduction

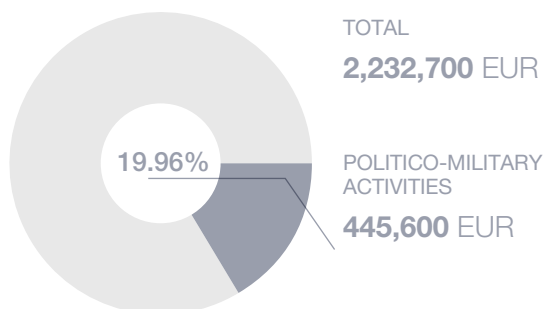
The OSCE Programme Office in Nur-Sultan (the Office), established as the Centre in Almaty in 1998, promotes the implementation of OSCE principles and commitments, facilitates contacts and exchanges of information, and provides assistance to the government of Kazakhstan on police-related matters.

### BUDGET (UB)\*

2021

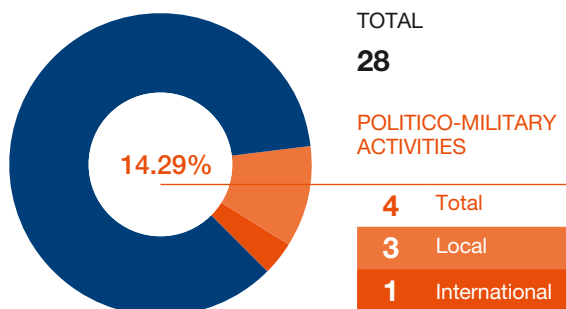


2020

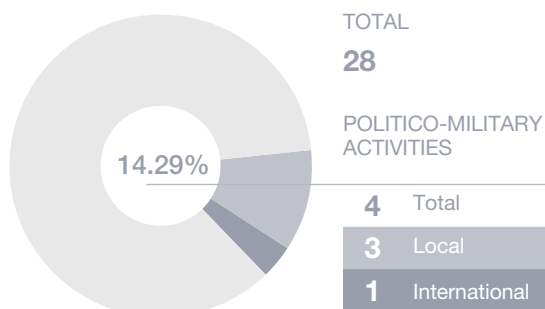


### STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Programme Office in Nur-Sultan.

In 2021, the Office continued to assist the host country in building its democratic policing capacities and practices. The Office implemented various activities within the ExB project Supporting Police Reform in Kazakhstan, to promote service-oriented policing methods in all regions of the country. Specifically, the Office conducted several training events on community policing for police officers and police academies. Together with the MoIA, the Office's consultant developed SOPs that included communication with citizens and the prevention of VERLT. In co-operation with MIA, the Office established 17 project offices for interagency and community partnership in all of the country's main cities, aiming to provide a safe environment and prevent crimes. Other areas of key interest included human rights and fundamental freedoms, combating corruption, promoting gender mainstreaming, combating domestic and gender-based violence, financial investigations, AML and confiscation of criminal proceeds, THB, countering illicit drugs, and cybercrime.

## Activities Related to General Police Development and Reform

### Police Development and Reform

On 27 January, the Head of the Office met with the Ambassador of Canada to Kazakhstan to discuss Canada's participation in transferring best practices in policing to an online format within the framework of an ongoing ExB project Supporting Police Reform in Kazakhstan. Throughout 2021, experts from RCMP shared their experiences with police officers, regional administration and CS representatives, involved in implementation of community policing practices in Kazakhstan.

On 6 and 7 April, the Office conducted a training course on modern aspects of policing for the first deputy heads of Kazakhstan's 18 police departments as a part of the Office's ExB project Supporting Police Reform in Kazakhstan. The course, held in Almaty in a blended format, gathered a total of 18 police managers (men), trained on service-oriented policing methods, conducting analyses of security challenges within specific policing areas, and main principles of community policing based on current practices in the United Kingdom. A national expert and an international expert (1 woman; 1 man) from the United Kingdom familiarized the participants with newly developed SOPs for community police officers and other relevant international policing practices.

### Human Rights and Police Accountability

On 18 March, jointly with TNTD/SPMU and ODIHR, the Office organized a workshop on law enforcement agencies' responses to the COVID-19 pandemic and international best practices for 20 participants (4 women; 16 men), among

whom were representatives of the MIA, law enforcement officers, and healthcare authorities. The event aimed to raise awareness among Kazakhstan's law enforcement agencies of human rights standards and the applicability of community policing techniques within the context of COVID-19 pandemic restrictions.

On 30 September, in co-operation with the Kazakhstan International Bureau for Human Rights and Rule of Law, the Office initiated a series of webinars on human rights and freedoms. The first webinar focused on Kazakhstan in the context of human rights. Three local experts (1 woman; 2 men) delivered a presentation on various aspects of human rights and challenges faced by human rights defenders in Kazakhstan. The event gathered 46 participants (27 women; 19 men) consisting of civil activists, human rights defenders, and representatives of governmental agencies.

On 8 October, the Office continued the online series of webinars on human rights and freedoms. The second webinar, gathering 70 participants (43 women; 27 men), focused on fundamental freedoms such as freedom of speech, freedom from torture and other degrading and inhuman treatment, as well as freedom of association. Three national experts (men) provided an overview of existing legislation and mechanisms for preventing the violation of named freedoms and rights and highlighted current challenges from the human rights defender's point of view.

On 22 October, the Office held the third online webinar, which focused on cyberbullying and the rights of youth. Three local experts (1 woman; 2 men) and 50 participants (27 women; 23 men) discussed different tools for countering cyberbullying, including media literacy and new legislation amendments.

On 29 October, in co-operation with the OSCE Programme Office in Bishkek, the OSCE Programme Office in Dushanbe,

and the OSCE Project Co-ordinator in Uzbekistan, the Office organized a regional online conference on human rights protection in Central Asia during the COVID-19 pandemic. The conference, gathering a total of 79 participants (41 women; 38 men), focused on the human rights challenges during the pandemic, the needs of CSOs, and exchanging experiences and solutions.

On 10 November, in co-operation with the Kazakhstan International Bureau for Human Rights and Rule of Law, the Office held the fourth and final online webinar on human rights and fundamental freedoms. The webinar, gathering 49 participants (31 women; 18 men), focused on the rights of people with disabilities and women's rights. Three national experts (women) provided an overview of applicable legislation and mechanisms for preventing the violation of rights of people with disabilities and women's rights and highlighted current challenges from the human rights defender's perspective.

## Anti-Corruption

On 14 May, in co-operation with the Atameken National Chamber of Entrepreneurs (NEC) and the Anti-Corruption Agency (ACA) of Kazakhstan, the Office organized a seminar on various aspects of investors and businesses protection. The event, held in blended format, gathered 23 representatives (10 women; 13 men) of the NEC, officers of the ACA, and private entrepreneurs, and focused on hands-on solutions to protect private entrepreneurs and investors. Participants discussed best anti-corruption practices in the commercial sector and the important role of the State in suppressing illegal interference in private businesses.

On 23 July, jointly with the ACA, the Office supported an online discussion on the anti-corruption expert assessment of legal acts for 15 representatives (8 women; 7 men) from the ACA, academic institutions and CSOs. The discussion focused on various aspects of drafting regulatory acts, the features of anti-corruption expert assessment and the implementation modalities. Participants also discussed practical examples of conducting anti-corruption expert assessment and risk categories in reference to linguistic formulations, legislative coherence and access to information.

On 30 July, jointly with the Supreme Court of the Republic of Kazakhstan, the Office organized a training webinar on anti-corruption capacity-building for 30 judges (8 women; 22 men) of Kazakhstan's Supreme Court, regional and district courts. Participants focused on the existing challenges of the anti-corruption system in Kazakhstan's judicial system. They reviewed best international anti-corruption practices based

on the experiences of EU countries, and studied recommendations for eliminating shortcomings in the field of combating corruption in the courts of Kazakhstan and increasing the capacity of judges in this area.

On 27 August, jointly with the Law Enforcement Agencies Academy under the GPO, the Office concluded a five-day training webinar on modern methods to prevent and combat corruption. The event gathered 50 representatives (10 women; 40 men) from the ACA, the GPO, and the Ministry for Emergency Situations. A national expert and an international expert (1 woman; 1 man) discussed the latest trends in anti-corruption policy planning and monitoring and evaluation, and reviewed modern policy planning tools to combat corruption. Participants also focused on using internet technologies for assessing and analyzing corruption instances and examined the legal and practical aspects of implementing the analysis of corruption risks.

## Gender Mainstreaming

On 22 January, the Office organized the third online webinar promoting equal participation of women in the military and security sector in a series of five training seminars on gender equality and human rights. The webinar, entitled Women, Peace and Security, was led by two experts (1 woman; 1 man) and brought together 24 representatives (women) from CSOs, as well as human rights defenders, women entrepreneurs, students and young professionals. Participants discussed the implementation of UNSCR 1325 in the Central Asian region, the role of gender in arms control, and legislation of Kazakhstan on the right to enter military and law enforcement services.

## Community Policing, Police-Public Relations and Crime Prevention

On 5 and 6 February, the Office facilitated a two-day roundtable in Burabay on future perspectives of service-oriented approaches to policing. The event, held in a blended format, brought together 26 representatives (5 women; 21 men) from the MIA, the Akimat (local administration) of the Karaganda region, CS, and international organizations. The discussion was supported by UNDP, UNODC, the United States Embassy to Kazakhstan, and the Embassy of Canada to Kazakhstan. Two international experts (men) from Argentina and the United Kingdom presented international strategies in crime and disorder reduction and the role of police educational institutions in the implementation of the service approach to policing, using examples from the United Kingdom.

On 12 March, jointly with the MIA, the Office organized the Safer Communities in Kazakhstan Forum as part of the ExB project Supporting Police Reform in Kazakhstan. The event aimed at unifying government bodies' and NGOs' efforts to develop sustainable and safe communities in Kazakhstan. The event gathered 50 representatives (12 women; 38 men) of governmental institutions, NGOs and private sector companies. International experts from Argentina, Canada, France, the United Kingdom and the United States shared experiences of their countries in maintaining safe and comfortable conditions for their citizens, promoting police reforms and establishing a dialogue with the public. Similar forums are envisaged to take place twice a year.

On 7 and 8 June, within the framework of the ExB project Supporting Police Reform in Kazakhstan, the Office conducted a training course on community policing approaches. The course, held in Almaty, gathered 20 participants (7 women; 13 men), members of the interagency group of experts representing the Almaty Police Department, Almaty city Prosecutor's Office, Almaty city Akimat (local administration), and CSOs. Three national experts (2 women; 1 man) focused on the main aspects of community policing approaches and the importance of creating partnerships in ensuring security. They conducted brainstorming exercises on how to apply the lessons learned from the Karaganda pilot project, implemented in 2021.


From 28 to 30 September, the Office conducted a training event on community policing for 10 police officers (men) in the Pavlodar region. Within the ExB project Supporting Police Reform in Kazakhstan, the Office launched a pilot project on community policing in Karaganda. The training event held in Pavlodar served to share knowledge and to extend the community policing model from the Karaganda region to all 17 of Kazakhstan's provinces.

From 22 to 29 October, within the framework of the ExB project Supporting Police Reform in Kazakhstan, the Office conducted a series of two-day training events on community policing in the cities of Aktau, Atyrau and Uralsk. The events gathered a total of 155 representatives (46 women; 109 men) from the police, the GPO, the social protection and health and education sector, as well as representatives from CS. Seven national and international experts (3 women; 4 men) discussed police strategies in OSCE participating States, including the community policing model, problem-oriented approaches, the work of partnerships on crime reduction, and SOPs in daily police work.

From 10 to 30 November, within the framework of the ExB project Supporting Police Reform in Kazakhstan, the Office conducted a series of training workshops on community policing in the cities of Almaty, Kostanay, Kyzylorda, Petropav-



**A district police officer interacting with local communities during a shift, Shymkent, Kazakhstan.**

 Ministry of Internal Affairs of Kazakhstan

lovsk, Shymkent, Taldykorgan, Taraz, Turkestan and Ust-Kamenogorsk. The workshops gathered 200 representatives (50 women; 150 men) from the police, the GPO, and the health and education sector, as well as representatives from CS. Six national and international experts (2 women; 4 men) discussed police strategies in OSCE participating States, including the community policing model, problem-oriented approaches, the work of partnerships on crime reduction, and SOPs in daily police work.

On 21 and 22 December, the Office conducted a training seminar in Nur-Sultan on community policing for the newly established interagency group of 15 representatives (male) from the police, the Akimat (local administration), the GPO, the social protection and health and education sector, as well as representatives from CS. On December 23, the Office conducted a training event in Nur-Sultan for 30 district police officers (men) to introduce the SOPs into police work and the community policing model. Both events were conducted within the framework of the ExB project Supporting Police Reform in Kazakhstan.

## Gender-based Violence

On 25 November, jointly with the National Commission for Women, Family and Demographic Policy under the President of Kazakhstan (National Commission) and UN Women, the Office organized the opening event of the 16 Days of Activism against Gender-Based Violence campaign. The conference brought together 52 participants (36 women; 16 men) from the National Commission, several line ministries and

governmental agencies, CSOs, the media and representatives of the international community.

On 25 November, the Office launched the 16 Days of Activism against Gender-Based Violence campaign, joining a group of international and diplomatic representations in the host country. The Head of Office, along with the heads of more than 35 international organizations, signed a joint statement against gender-based violence and participated in a video awareness raising video. The Office also commissioned the broadcasting of two radio advertisements to be aired three times a day from 25 November to 10 December, in Russian and Kazakh, to a countrywide audience. The advertisements served to raise awareness about crisis centers and the national hotline number for victims of domestic violence.

## Public Order and Crisis Management

From 11 to 29 October, jointly with the Law Enforcement Agencies Academy under the GPO, the Office organized two five-day training events on managing crisis situations. The events gathered 60 representatives (3 women; 57 men) of the Law Enforcement Agencies Academy under the GPO, the Service for Economic Investigations, the Financial Monitoring Agency, the ACA, the Regional Prosecutor Offices and 15 (men) members of the Law Enforcement Presidential Reserve. Two national experts (women) familiarized participants on subjects such as the nature of crisis situations, techniques to manage emotional tensions, profiling in communication, the assessment of external behaviour of dialogue participants, and behavioural signs of persons concealing criminal intentions. The experts also familiarized the law enforcement specialists with specific situational case studies, such as mass gatherings, crowds, including its types and formation mechanisms, and psychological influence methods of such phenomena.

## Activities Related to Threats Posed by Criminal Activity

### Organized Crime

On 25 January, the Office finalized video recordings of the online training course on AML/CFT. The course, targeting government officials responsible for combating money laundering, was developed by a pool of national experts from the Financial Monitoring Committee, State Revenues Committee, and the Law Enforcement Agencies Academy under

the GPO and is used by law enforcement officers in their training and re-training activities. The learning modules included topics such as money laundering, internal investigation in banks, the role and capabilities of FIUs, national and international co-operation, open-source information, search, arrest and confiscation of criminal proceeds abroad, as well as the confiscation of proceeds of crime. The United States Embassy to Kazakhstan and UNODC also participated in the development of the course.

### Illicit Drugs and Chemical Precursors

On 19 January, the Office participated in an online co-ordination meeting with representatives of INL of the United States Embassy to Kazakhstan and the Law Enforcement Agencies Academy under the GPO, to discuss the implementation of a project on countering illicit drug-related money laundering proceeds. The project aims to build the capacity of law enforcement agencies to detect and prosecute criminals involved in international illicit drug-related money laundering activities in the country.

On 19 February, jointly with representatives of the United States Embassy to Kazakhstan, the Law Enforcement Agencies Academy under the GPO, and the expert support of UNODC, the Office organized an online preparatory roundtable discussion on illicit drug-related anti-money laundering. Together with an international expert (man) from Belarus, 12 representatives (3 women; 9 men) of law enforcement agencies discussed the way forward in implementing training activities for law enforcement officers of Kazakhstan. These activities aim to build the capacity of law enforcement agencies to detect and prosecute criminals involved in international illicit drug trade-related money laundering activities in the country.

On 16 April, jointly with representatives of the United States Embassy to Kazakhstan, the Law Enforcement Agencies Academy under the GPO, and the expert support of UNODC, the Office supported and participated in the second online preparatory roundtable discussion on illicit drug-related money laundering. Together with an international expert (man) from Belarus, 14 representatives (3 women; 11 men) of law enforcement agencies shared their views on the further development of training exercises on countering illicit drug-related money laundering and discussed practical steps to build the capacity of law enforcement agencies to detect and prosecute criminals involved in international illicit drug-related money laundering activities.

From 28 to 30 July, the Office organized a three-day expert meeting to develop a scenario to use in simulation exercises on countering illicit drug-related money laundering in Almaty. The meeting was organized in co-operation with UNODC, the United States Embassy to Kazakhstan, the Law Enforcement Agencies Academy under the GPO, and the Central Asian Regional Information and Co-ordination Centre for Combating Illicit Trafficking of Narcotic Drugs, Psychotropic Substances and their Precursors (CARICC). The event, focusing on the latest trends in illicit drug-related money laundering, gathered 20 participants (5 women; 15 men), among whom were police officers, prosecutors, representatives of the Financial Monitoring Agency, the Law Enforcement Agencies Academy under the GPO, CARICC, and the Almaty and Karaganda police academies. An international expert (man) facilitated the discussion sessions, co-ordinated the group's efforts in preparation of the scenario of simulation exercises, and highlighted the latest tendencies in the field in relation to the COVID-19 pandemic.

On 29 and 30 September, jointly with the Law Enforcement Agencies Academy under the GPO, the Office organized an online seminar on countering crimes related to clandestine illicit drug laboratories. The event gathered 100 representatives (5 women; 95 men) of law enforcement agencies responsible for countering crimes related to illicit drugs from different regions of Kazakhstan. The seminar provided an overview of the threat posed by clandestine illicit drug laboratories. One national and two international experts (men) from the United States and Georgia discussed features of the methodology for investigating crimes related to such laboratories in Kazakhstan, the features of amphetamine-type stimulants production in clandestine drug laboratories, and the experience in the United States in detecting, investigating, and preventing crimes related to clandestine illicit drug laboratories.

From 16 to 19 November, in co-operation with the United States Embassy to Kazakhstan, the Law Enforcement Academy under the GPO, UNODC, and with support from CARICC, the Office organized a simulation exercise on countering illicit drug-related money laundering. A total of 23 participants (5 women; 18 men) among whom were police officers, prosecutors, and representatives of the Financial Monitoring Committee of the Ministry of Finance, took part in this live-action training event. The training exercise, conducted under the guidance of an international expert (man), was developed for law enforcement officers involved in investigating, prosecuting and adjudicating cases related to laundering the proceeds derived from illicit drug trafficking. Participants learned how to co-operate effectively between national and international competent institutions by working on a simulated case.

## Trafficking in Human Beings

On 29 January, in co-operation with the Law Enforcement Agencies Academy under the GPO, the Office organized a roundtable discussion on countering THB and labour exploitation in the CIS. The event, gathering 43 representatives (12 women; 31 men) of law-enforcement agencies, GPOs throughout the country, CS, and academia, focused on regional state obligations in the field of combating THB and the importance of strengthening regional co-operation between law enforcement agencies and NGOs. Four experts (1 woman; 3 men) from Kyrgyzstan, Ukraine and Uzbekistan presented good practices in counteracting organized crime related to THB in their respective countries. The Head of Office also addressed the participants, outlining the importance of joint efforts in combating THB to ensure the security and safety of the most vulnerable.

On 29 and 30 June, the Office supported a training seminar for prosecutors of the Akmola region on investigative techniques and methods to address criminal cases related to THB. The online discussion, organized jointly with the Law Enforcement Academy under the GPO, gathered 16 participants (5 women; 11 men). Two international experts (women) from Lithuania and Ukraine presented legislative experience and best practices in combating all forms of THB. They discussed the methodology for the supervision of criminal cases related to THB, identifying victims, and public prosecution challenges during judicial interrogation and trial processes.

On 20 September, the Office supported the launch of a series of video courses on AML and combating THB, aimed at building the training capacity of the Law Enforcement Agencies Academy under the GPO. Seven national experts (2 women; 5 men) took part in the course, developed in partnership with the United States Embassy to Kazakhstan, focusing on enhancing the knowledge of law enforcement practitioners towards the investigation and prosecution of financial crimes and THB. The material is expected to become part of the education curricula and be administered through the Law Enforcement Agencies Academy's distance learning system under the GPO.

From 11 to 15 October, jointly with the OSR/CTHB, the United States Embassy to Kazakhstan, the UNHCR National Office in Kazakhstan, and the Law Enforcement Agencies Academy under the GPO, the Office organized the second national simulation exercise in Almaty on combating THB along migration routes. The live-action exercise gathered 83 professionals (37 women; 46 men) from law enforcement, labour inspectorates, migration authorities, prosecutor offices, NGOs, and public social services. The training exercise offered to front-line responders the opportunity to simulate

real-life anti-trafficking responses by using actors to create trafficking scenarios. Among the simulated scenarios, a fictitious brothel, a massage parlour, a construction site, and an agricultural field were re-created to simulate THB cases of labour and sexual exploitation.

## Cybercrime and Cyber/ICT Security

From 26 to 30 April, jointly with the Law Enforcement Academy under the GPO, the Office organized two online training seminars to counter cybercrimes in Kazakhstan. Some 25 police officers and prosecutors (5 women; 20 men) learned about the criminological characteristics of computer crimes using cyber/ICT tools, their criminal and legal qualification, and international legal classification of these crimes. Two experts (men) from Belarus shared advanced knowledge of cybercriminal profiles and investigation techniques.

From 26 to 28 May, jointly with the Law Enforcement Academy under the GPO, the Office organized a webinar on parallel financial investigations and the role of cryptocurrencies during cybercrime investigations. Four international experts from Belarus, Israel, and Slovenia (men) discussed the organization of parallel financial investigations aimed at proving money laundering with a focus on the international standards, key challenges and ways to improve domestic interagency co-operation. They shared their expertise on investigative techniques with specific relevance to financial investigations and money laundering typologies and presented case studies to showcase key lessons for conducting a successful financial investigation. They also discussed cryptocurrencies and their use in civil circulation, seizure and arrest of bitcoins during the investigation of cybercrimes, and the international legal regulations on combating crimes related to the use of cryptocurrencies. The event gathered a total of 40 law enforcement officials (12 women; 28 men) from Armenia, Belarus, Kazakhstan, the Russian Federation, Tajikistan, Ukraine, and Uzbekistan.

From 8 to 10 June, jointly with the Almaty Police Academy, the Office organized an online webinar on countering cybercrimes and the importance of cyber/ICT security. The webinar was led by an expert (man) from Belarus and gathered 19 high-level police officers (men) from all regions of Kazakhstan and the MIA. Participants discussed current threats to information system security and ways to address them, Darknet networks, smart and blockchain technologies, and the use of information technologies as a means to improve the efficiency of the operational investigative work of police units.

From 21 to 24 September, jointly with the Law Enforcement Agencies Academy under the GPO, the Office organized two online training seminars on countering cybercrimes in Kazakhstan. Two international experts (men) from Belarus familiarized participants with the concept, spread, and consequences of cyberattacks, the methodology for investigating cybercrimes associated with the creation and distribution of malware, and forensics and malware examination. They also covered the creation and distribution of malicious programmes and the process of collecting digital evidence. The course gathered 40 law enforcement officers (2 women; 38 men) and focused on best international practices in criminal cases related to internet fraud and mutual legal assistance in criminal cases related to internet fraud.

On 22 and 23 November, jointly with the Law Enforcement Academy under GPO, the Office organized another online training seminar on countering cybercrimes in Kazakhstan. Two international experts (men) from Belarus familiarized participants with the concept of digital identity, its use by cybercriminals, the criminal definition of identity theft, and related case studies. The course gathered 30 law enforcement officers (7 women; 23 men) and focused on the motives, objectives, structure and dynamics of such crimes.

From 23 to 25 November, in co-operation with the Law Enforcement Academy under the GPO, UNODC, and other partners, the Office organized a seminar on the use of information technologies in financial crimes investigations and international co-operation. The event gathered 50 participants (8 women; 42 men) from the law enforcement agencies of Kazakhstan and focused on different countries' experiences on establishing a proper response to financial crimes, including through effective international co-operation and the use of information technologies. Participants also learned about the importance of parallel financial investigations, analytical tools, and examined case studies on countering the phenomenon of financial schemes.

## Border Security and Management / Customs

From 5 to 23 July, the Office organized a practical training course for the divers of the Border Service's Coast Guard. The three-week training course, held in Aktau, was designed to enhance the Coast Guard's professional capacity to counter transnational threats related to underwater environment. A certified national diving instructor (man) familiarized the group of 22 Coast Guard divers (1 woman; 21 men) with the international and national diving standards, specifics of underwater activities in different water environments, and personal safety features during diving operations at different



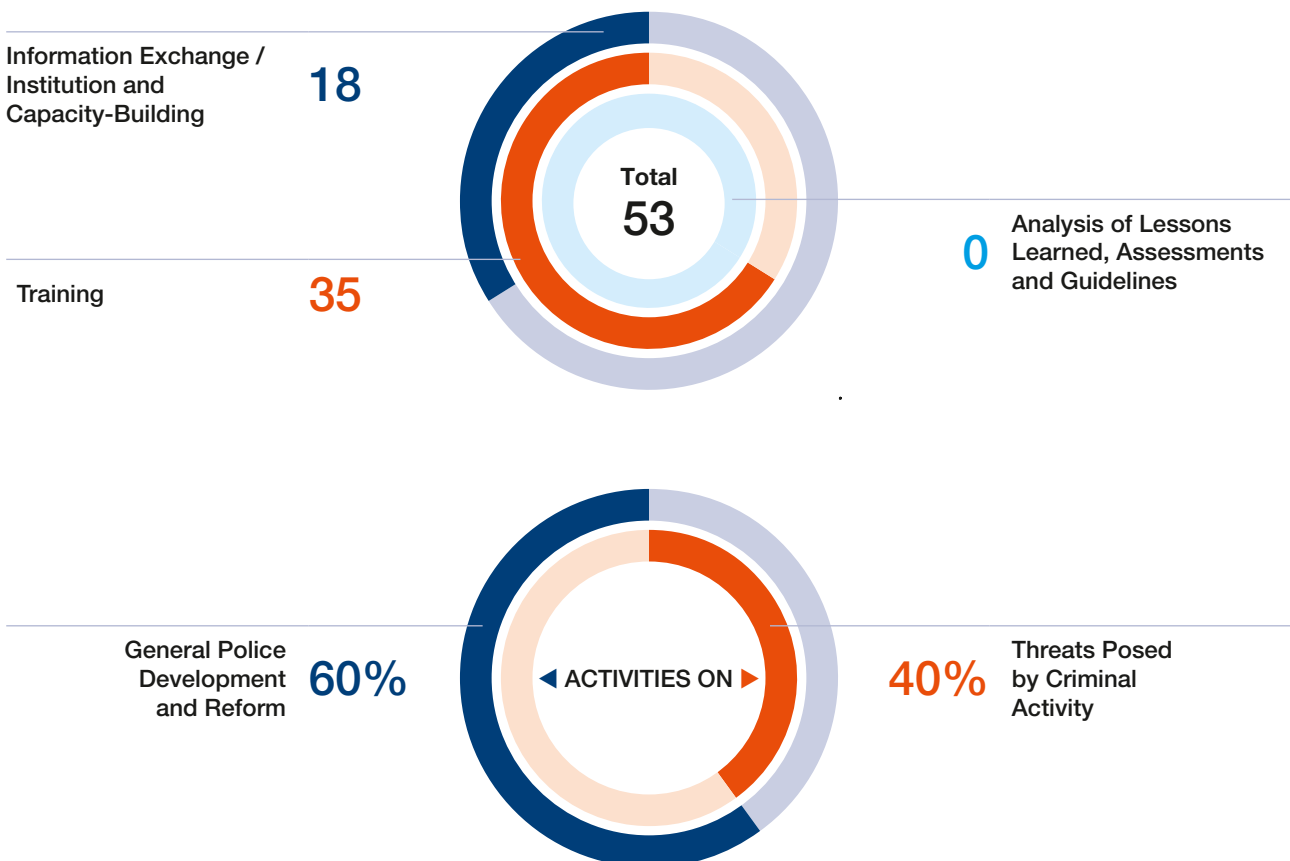
depths. Participants performed a variety of practical exercises in both closed and open water environments and were instructed on the proper use of diving gear and equipment.

From 8 to 12 November, in co-operation with the Border Guard Service under the National Security Committee, and with support from the TNTD/BSMU, the Office conducted a refresher course for 20 document security instructors (3 women; 17 men) of the Border Guard Service. The three-stage series of training events, held in Almaty, was aimed at developing the officers' capacities in detecting falsified travel documents. The workshops included new trends in facial recognition and photo comparison, presentation techniques, and practical exercises on different means of detecting forged or counterfeit passports using various identification techniques, risk profiling, and picture-to-picture comparison methods. Two international experts (men) from Austria provided equipment and practical guidance that allowed the

border control officers to develop their functional capabilities and teaching techniques. Participants worked with samples of real and forged travel documents in order to analyse and assess their authenticity, and illuminated magnifiers and USB-digital microscopes to further hone their skills in their areas of expertise.

On 13 December, the Office signed a donation agreement with the Border Guard Service of the National Security Committee, in Nur-Sultan. The Head of Office handed over 200 devices for verifying travel document authenticity. The handover event was organized in the context of the Office's multi-year programme to build the Border Guard Service's capacity in travel document security and enhance the national security of Kazakhstan. The Deputy Director of the Border Service underlined the importance of the co-operation between the two organizations and reaffirmed openness and willingness to continue this co-operation with the Office in 2022.

## Programme Office in Nur-Sultan – Police-Related Activities 2021



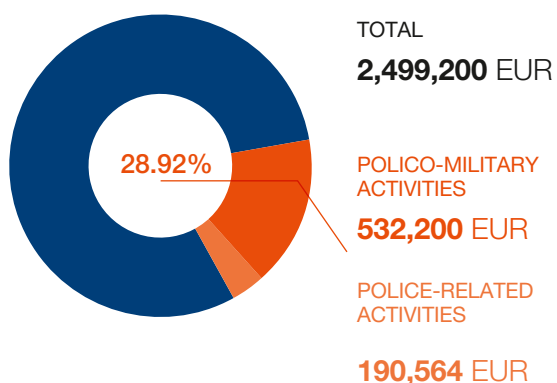
## 4.13 Project Co-ordinator in Uzbekistan

### Introduction

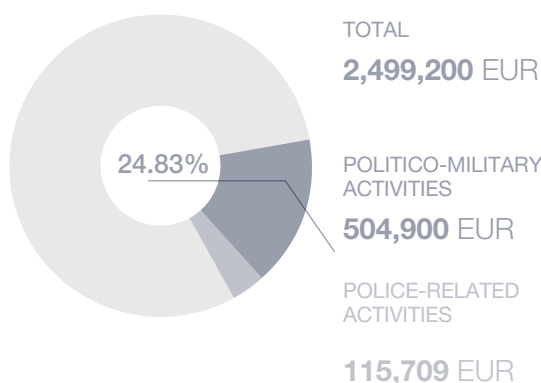
The OSCE Project Co-ordinator in Uzbekistan (PCUz), established in 2006, supports the host country authorities in strengthening AML/CFT in line with the recommendations of the FATF. Since 2012, the PCUz’s core activities in combating money laundering and terrorism financing have been established on a risk-based approach and have focused on capacity-building for the FIU of the GPO and staff of the financial institutions and other institutions engaged in AML/CFT measures.

### BUDGET (UB)\*

2021

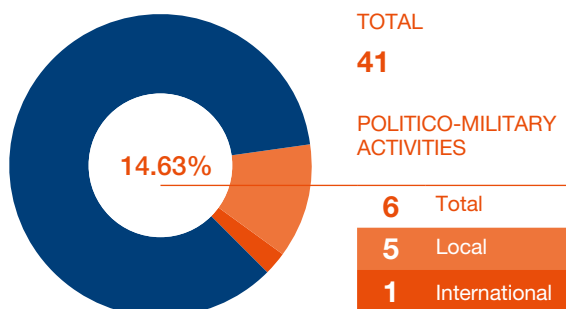


2020

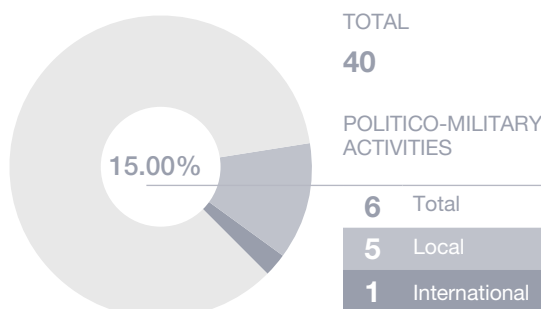


### STAFF\*

2021



2020



\* Figures on budget and staff provided by the OSCE Project Co-ordinator in Uzbekistan.

Since 2007, the PCUz has been providing assistance to the Police Academy under the MoI to improve the Academy's training potential. Special attention has been paid to the re-training and professional development of specialists responsible for crime prevention in the areas of terrorism, extremism, illicit drug trafficking and THB.

Since 2008, the PCUz has been working closely with the National Centre for Drug Control (NCDC) in supporting the implementation of national strategies and policies on fighting illicit drug circulation. In 2013, the PCUz and the NCDC signed a MoU designed to improve joint efforts to address illicit drugs and related transnational organized crime. Since 2016, the PCUz has also been working to assist national authorities in promoting human rights compliant national counter-terrorism policies and in building the country's capacity to P/C VERTL.

## Activities Related to General Police Development and Reform

### Police Development and Reform

From 3 to 24 February, the PCUz launched a series of workshops on corporate governance and compliance applicable to the specifics of State-owned enterprises (SOEs) in Uzbekistan, aimed to introduce best practices in corporate governance and compliance from the OSCE area into the Uzbekistan SOEs context. The workshops were provided for state regulators of the State Assets Management Agency, Anti-monopoly Committee, and the ACA, as well as senior and middle management of the nine largest SOEs. They were developed and presented by a team of international corporate governance and compliance experts from the Basel Institute of Governance and the United Kingdom-based Nestor Advisors company. The workshops gathered 75 participants (15 women; 60 men), highlighting how to build efficient corporate governance mechanisms while acknowledging international anti-corruption and antitrust compliance standards.

On 3 June, jointly with the CPC, the PCUz organized a workshop on strengthening parliamentary financial oversight of the security sector in Uzbekistan. The event gathered 20 members (2 women; 18 men) of relevant committees of the Legislative (lower) Chamber and Senate (upper chamber) of the Oliy Majlis (parliament) of Uzbekistan and parliamentary staff. Participants discussed the main principles and actors of financial oversight in the security sector, the role of parliament in different phases of budget cycle, the use of parliamentary powers and tools for financial oversight, as well as the oversight of security-related procurement.

On 20 August, the PCUz organized an online kick-off meeting between the ACA and the Open Data Charter (ODC).<sup>32</sup> Two representatives (women) from ODC presented an open data mapping exercise to four participants (1 woman; 3 men) from the ACA, aiming to increase the ACA's capacity to prevent corruption and spot possible corruption cases via open data. The PCUz supported this activity in the framework of the project Support to Development of an Effective Open Data Ecosystem in Uzbekistan, aiming to integrate open data in anti-corruption strategies, policies, and practices through the establishment of data governance frameworks.

### Community Policing, Police–Public Relations and Crime Prevention

On 14 and 15 December, jointly with the Ombudsperson for Children's Rights and the National Center for Human Rights of the Republic of Uzbekistan, the PCUz organized an event to promote and implement effective methods of crime prevention among youth and children. The event gathered 30 participants (11 women; 19 men) from the Senate, MoIA, prosecutors, international organizations, academic societies, and CSOs. During the sessions, speakers and participants accentuated the significance of prevention in supporting adolescents and shared innovative practices for working with offenders who are minors. Experts discussed challenges for online education during the COVID-19 pandemic as well as gender issues, and shared good practices from the OSCE area. The two-day roundtable was part of a series of roundtable discussions within PCUz's project entitled Assistance in the Crime Prevention by Children and Youth. The project's overall goal is to strengthen national capacity to promote effective methods of crime prevention among youth

<sup>32</sup> The Open Data Charter is a collaboration between over 150 governments and organizations working to open up data based on a shared set of principles. More information available at: <https://opendatacharter.net/>



**Training on social integration and rehabilitation of families of FTFs returning from Syria and Iraq with participation of representatives of local authorities, law enforcement agencies and local communities, Nurafshan city, September 2021.**

📧 Project Co-ordinator in Uzbekistan

by strengthening social integration and teaching legal fundamentals about criminal law, gender sensitivity, and youth/children rights.

## Gender-based Violence

On 13 and 16 August, jointly with the Commission on Gender Equality, Committee on Women and Gender Issues of the Senate, the PCUz organized two roundtables to discuss national good practices and challenges in women's participation in the prevention of violent extremism and other crimes affecting women such as THB and domestic violence. Participants also discussed issues related to the prevention of transnational crimes committed by women, the reintegration of women released from prisons and returning from conflict areas, and systematic work with women with a criminal record, to identify measures aimed at preventing any form of violence against women that could lead to crime. The two events, which took place in Nukus and Termez in a blended format, gathered 60 representatives (35 women; 25 men) from the Departments of Internal Affairs of Kashkadarya and Surkhandarya regions and CSOs. The events highlighted that effective national legislation combined with well-functioning policy measures is key to all preventive efforts on female criminality, including radicalization, and showcased Uzbekistan's promising experience in the re-integration of women returning from the conflict zones as well as existing international practices.

## Activities Related to Threats Posed by Criminal Activity

### Counter-Terrorism and P/C VERLT

On 12 February, the PCUz organized a meeting with the GPO of Uzbekistan to discuss activities to be carried out within the framework of the projects entitled Assistance to the Republic of Uzbekistan in Countering Terrorism, Phase 3, and Capacity Building on Combating Cybercrime in Central Asia. The discussion focused on capacity-building activities in both thematic areas.

On 20 and 21 April, the PCUz supported the participation of the eight representatives (2 women; 6 men) of the state agencies, law enforcement and CS at the 2021 OSCE Counter-Terrorism Conference on Reinforcing a Comprehensive Approach to Preventing and Countering Terrorism and VERLT in a Changing Landscape, held in Vienna in a blended format. During the conference, the representatives of Uzbekistan learned about the importance of enhancing international co-operation in P/C VERLT and terrorism, to discuss and exchange good practices, and to discover ways to address these challenges.

On 7 and 8 June, jointly with the Centre for Retraining of Journalists, the PCUz organized a national workshop for media professionals from the press services of the MoIA and the National Guards of Uzbekistan. The workshop, held in Tashkent, gathered 13 media professionals (3 women; 10 men). Participants sharpened their skills in modern multimedia technologies aimed at better outreach, particularly among youth, and learned how to involve citizens in P/C VERLT.

From June to September, jointly with the NGO Barqaror Hayot, the PCUz organized a series of training sessions to promote a whole-of-society and whole-of-government approach to P/C VERLT, with focus on the rehabilitating and reintegrating returnees from Syria and Iraq. The events took place in Andijan, Bukhara, Fergana, Gulistan, Karshi, Namangan, Samarkand, Termez, Tashkent, Urgench and Tashkent region, gathering a total of 548 participants (333 women; 215 men). The aim of the training sessions was to improve intra-agency co-operation among all state and non-state actors responsible for rehabilitation and reintegration of returnees from Syria and Iraq. Particular attention was given to the development of the methodology for working with the target group, taking into account psychosocial characteristics and needs, distribution of the responsibilities between the involved parties, development of the mechanisms for

monitoring and evaluation of the rehabilitation programs, and development of a unified strategy based on an analysis of each region.

From 15 to 17 September, jointly with the TNTD/ATU, the PCUz organized the Expert Dialogue on Age- and Gender-Sensitive Approaches to Returning FTFs' Family Members with the participation of the OSCE field operations in Central Asia. The event, held in a blended format, brought together government and international experts, academics, policy-makers and CS from across the OSCE area, to discuss the treatment of FTFs, including their prosecution, rehabilitation and reintegration into society. Six representatives (2 women; 4 men) from the NGO Barkaror Hayot, the GPO, the State Security Service, the Committee on Religious Affairs under the Cabinet of Ministers and the Institute for Strategic and Regional Studies under the President of the Republic of Uzbekistan took part at the event, and provided experience on the rehabilitation and reintegration of FTFs' family members.

From 20 to 24 September, jointly with ODIHR, the PCUz organized a ToT course focused on the prevention of human rights violations in effective counter-terrorism policing. The course, held in Tashkent, gathered eight experts (3 women; 5 men) from the Police Academy, the Academy of the GPO, the Tashkent State Law University, and the National Human Rights Centre to be trained as instructors. The training programme explored a broad range of human rights questions related to practical aspects of the work carried out by counter-terrorism law enforcement officers. The training course highlighted practical setbacks that counter-terrorism policing may face if implemented in violation of human rights but also how the observance of international human rights standards contributes to the overall effectiveness of such investigations.

## Cybercrime and Cyber/ICT Security

From 3 to 30 September, jointly with the Softline Educational Centre, the PCUz organized basic and advanced cyber/ICT security training courses for 30 specialists (men) of the National Guards, the MoD, and the State Customs Committee. From 8 to 29 October, another training series took place and gathered 45 ICT specialists (3 women; 42 men) representing the MoD, the National Guard and Tashkent State Technical University. During the training courses, participants enhanced their level of cyber/ICT competencies and learned about recent challenges in the cyber/ICT security field. Participants also learned about OSCE Cyber/ICT Confidence-Building

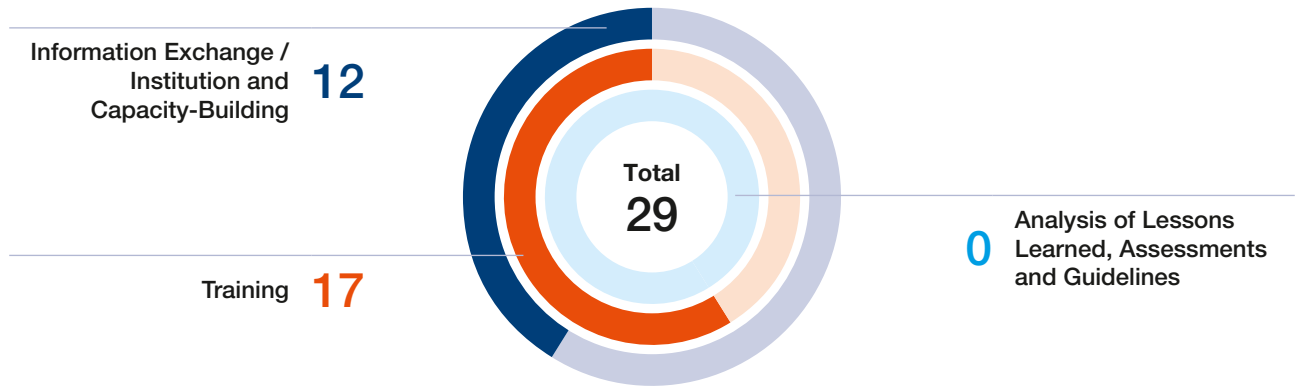
Measures (CBMs) and why CBMs are a powerful tool for building confidence and co-operation in the cyberspace.

From 15 to 17 December, the PCUz supported the third cycle of a three-day training course for police officers and prosecutors on the seizure of cryptocurrencies during investigations of cybercrimes. The course was preceded by two training courses focused on (i) criminal law and criminological characteristics of computer crimes, and (ii) methods for detecting and investigating criminal offenses committed using information and communication technologies, conducted between October and November. As cybercrime is growing in Central Asia, the main goal of the third cycle training course, held in Tashkent, was to increase the capacity of Uzbekistan's law enforcement officers on the subject matter. A total of 20 participants (1 woman; 19 men) explored international best practices in preventing cybercrime and facilitating investigations, including practical activities, technological use and special software, to enhance the awareness of key security challenges in the cyber space.

## Illicit Drugs and Chemical Precursors

From 6 to 8 December, the PCUz supported an online advanced training course organized by the Siberian Law Institute of the MoIA of the Russian Federation for 16 representatives (men) of the MoIA of the Republic of Uzbekistan. The training course was aimed at developing and improving the skills of anti-drug divisions specialists in countering illicit drug trafficking. During the three-day event, participants learned about modern investigative techniques and the operational search aspects of countering illicit drug trafficking, including the use of cyber/ICT technologies.

## Project Co-ordinator in Uzbekistan – Police-Related Activities 2021



# Appendices



# APPENDIX 1

## ODIHR Annual Report on Police-Related Activities for 2021

### Introduction

The Office for Democratic Institutions and Human Rights (ODIHR) provides assistance to OSCE participating States in the implementation of their human dimension commitments. In doing so, ODIHR works with governments and CSOs to promote, in close co-operation with other OSCE executive structures and international organizations, compliance of policing practices with fundamental principles of democracy, the rule of law, human rights, and tolerance and non-discrimination.

### Activities Related to General Police Development and Reform

#### Human Rights and Police Accountability

Since its release in May, ODIHR promoted the *Principles on Effective Interviewing for Investigations and Information Gathering*. Based on rigorous science and experience of criminal investigators, the Principles provide guidance and solutions to law enforcement and other criminal justice actors on moving away from confession based criminal justice systems, thereby reducing the risks of coercion, torture and other ill-treatment. On 2 June, ODIHR and the Swedish Chair supported the Swiss and Danish Permanent Representations to the OSCE with the organization of an online conference on Torture Prevention in the Criminal Justice System: the role and responsibilities of police and other law enforcement. The conference offered an opportunity to introduce the new Principles and discuss the relevance of human rights-based interviewing techniques and of promoting an institutional culture that is human rights compliant and gender-sensitive with a range of stakeholders, including participating States, law enforcement practitioners and CSOs. A document compiling recommendations from the conference at the policy, national legal framework, and practice level was subsequently produced.

#### Gender Mainstreaming

In June, following a request by the OSCE Mission to Skopje, during a workshop on institutional change based on gender equality, ODIHR delivered a presentation on the Gender & Security Toolkit: Tool 2 on Policing and Gender to 20 senior police officers (15 women; 5 men) from different departments within the National Police. The workshop targeted those units and departments with the lowest numbers of women police officers, dealing with serious and organized crime, border security management and migration, cybercrime and digital forensics.

In September, in co-operation with the OSCE Presence in Albania, ODIHR supported efforts from Albania's Mol and the Albanian State Police in establishing the first association of women police officers. For this purpose, ODIHR reached out to the European Network of Women in Police and jointly with the OSCE Presence in Albania, organized a dedicated event entitled Advancing gender equality within and through police services: exploring models of associations of women in police, which gathered 15 women police officers.

In 2021, ODIHR also commissioned a comparative study on women police officers associations in the OSCE area, providing in-depth analysis of their legal and decision-making prerogatives, internal structure, as well as their role in the



advancement of women, the recruitment process and assistance to policewomen entering the retirement age. The study serves as an entry point for further actions, namely concrete educational and capacity-building programs aimed at advancing police women officers in their career, the elaboration of a set of recommendations for participating States on the challenges faced by women in the security sector, but also to support OSCE participating States in the establishment of such associations based on best practices.

## Community Policing and Police-Public Relations

In 2021, ODIHR continued to work on building trust and understanding between the police and Roma and Sinti communities, through the implementation of the ToT programme entitled Effective and Human Rights-Compliant Policing in Roma and Sinti Communities. The programme aims at strengthening the capacity of police trainers, including trainers and teachers in police training institutions, by providing them with the skills and knowledge needed to further deliver trainings to police officers working in Roma and Sinti and mixed communities, in line with human rights standards and ensuring the safety and security of Roma and Sinti people.

From June to October, ODIHR organized four online ToT courses for 73 police trainers (28 women; 45 men), including trainers and teachers from police academies of three different countries. Between June and July, two ToTs were held in Bulgaria, gathering a total of 39 participants (14 women; 25 men), and one ToT was held in Ukraine, gathering 14 participants (7 women; 7 men). In October, another ToT was held in Italy, gathering some 20 participants (7 women; 13 men). Prior to the trainings, ODIHR conducted online training needs assessments to adapt the training curriculum to the national context and existing challenges affecting relations between police and Roma and Sinti communities. The training evaluations showed that participants improved their understanding of the importance of building trust between police and Roma and Sinti communities, the need to overcome existing stereotypes against these communities, and the benefits of working in compliance with human rights standards.

From 3 to 5 November, as part of its work on human rights and counter-terrorism issues and jointly with TNTD and the OSCE Mission to Skopje, ODIHR organized a pilot training course of a new training curriculum on community policing in P/C VERLT. The course, held in Skopje, brought together 20 police officers and community representatives (7 women; 13 men) from different regions of North Macedonia. Following further revisions of the training curriculum based on the evaluation and feedback received during the training course,

a final pilot training course is envisaged to take place in Switzerland in 2022.

On 15 December, in connection with its project Words into Action to Address Intolerance, ODIHR collaborated with the United States-based Miller Center for Community Protection and Resilience of Rutgers University to organize an online event on Community-Based Policing and Building Communities of Trust/Community Relationships. The event, gathering 49 participants (28 women; 21 men) from law enforcement authorities and CSOs in Europe and North America, allowed participants to share specific initiatives, programs, and good practices on addressing security challenges in minority communities, including those specific to the COVID-19 pandemic.

In 2021, ODIHR also collaborated with the CoE to develop a common curriculum based on the two Police and Roma training tools offered by CoE institutions. As a result, a joint curriculum will be offered to OSCE participating States and CoE Member States in 2022.

## Hate Crime

In 2021, ODIHR continued to support participating States in addressing hate crimes, including through the implementation of the TAHCLE programme. In February, ODIHR signed a MoU with the Police of the Republic of Armenia. As a result, in May, ODIHR organized an awareness-raising seminar on hate crimes for senior officials, gathering 45 participants (21 women; 24 men) online. Subsequently, the TAHCLE curriculum was customized for a ToT to be held at the Educational Complex of the Police of Armenia in 2022. The TAHCLE curriculum for North Macedonia was also updated and customized to incorporate new legislation on hate crime in force since 2018. This was followed by the delivery of a ToT course in Ohrid for 22 participants (7 women; 15 men) from the Police Service of North Macedonia. Following an official request for assistance, ODIHR also started negotiations for a MoU with the Mol of Ukraine to implement the TAHCLE programme. Similarly, following an MoU signed in 2013, ODIHR organized an online roundtable with representatives of the Police Academy, the Mol, the Supreme State Prosecution Office and the Judicial Training Centre of Montenegro to discuss a refresher course on the TAHCLE programme for a new group of trainers as well as possible implementation of the Prosecutors And Hate Crime Training (PAHCT) Programme. In co-operation with the OSCE Mission in Kosovo, ODIHR also provided comments and reviewed the Kosovo Police Guidelines on recording and investigating hate crimes.



TAHCLE programme's ToT course in Ohrid, North Macedonia, 7 – 9 December 2021.

 ODIHR

From March to September, within the project Words into Action to Address Intolerance and jointly with the World Jewish Congress and the European Commission, ODIHR organized a series of events on responding to anti-Semitic hate crimes and aimed at enhancing the co-operation between law enforcement officials and Jewish communities. A total of five events, gathering 258 participants (119 women; 139 men), were implemented in Bosnia and Herzegovina, Croatia, Latvia, Lithuania, and Serbia. The events improved the understanding of law enforcement's response to anti-Semitic hate crimes, as well as the effective communication and co-ordination between police and Jewish communities.

On 23 September and 19 November, during two online training events organized by CEPOL, ODIHR also delivered training sessions on hate crime to 145 police officers (59 women; 86 men) from EU countries. Marking the International Day for Tolerance, on 15 November, ODIHR published its annual Hate Crime Report, highlighting the continuous need for a comprehensive response to hate crimes, including through law enforcement capacity-building.

In October, under the project Enhancing Stakeholder Awareness and Resources for Hate Crime Victim Support (EStAR), ODIHR published its *Model Guidance on Sensitive and Respectful Treatment of Hate Crime Victims in the Criminal Justice System*. The document provides key guidance and recommendations for law enforcement and criminal justice professionals to help them uphold their obligations and organizational commitments in order to effectively ensure the sensitive and respectful treatment of hate crime victims within the criminal justice system. In December, ODIHR held an online pilot training on sensitive and respectful treatment of hate crime victims in Norway. The training session tested some of the modules of the EStAR training programme and built the capacity of 14 police and investigative officers (11 women; 3 men) from the Oslo Police Department in engaging with victims of hate crime in a sensitive and respectful manner, thus preventing their secondary victimization. The event provided participants with an opportunity to learn about the impact of hate crime, the needs of hate crime victims and the importance of a victim-centered approach. Participants discussed ways to improve the course and provided feedback, which will inform the training materials to be published in 2022.

On 10 December, jointly with the Ministry of Education and Religious Affairs of Greece, ODIHR launched the Greek translation of its publication *Understanding Anti-Muslim Hate Crimes - Addressing the Security Needs of Muslim Communities: A Practical Guide* during an in-person event in Kavala, Greece. The event gathered 58 participants (29 women; 29 men) from several ministries of Greece, Muslim communities, law enforcement, CS, and academic institutions. The event facilitated a discussion on addressing hate crimes against Muslims and the usage of the Guide in future awareness-raising and capacity-building trainings for relevant stakeholders in Greece.

## Public Order and Crisis Management

In 2021, to assist the OSCE participating States in protecting and promoting the right to freedom of peaceful assembly, ODIHR visited four countries, namely Bosnia and Herzegovina, Finland, the Netherlands, and the United Kingdom. ODIHR continues to be the only inter-governmental institution carrying out independent observation of the facilitation of assemblies for the purposes of supporting better implementation of relevant human dimension commitments.

On 18 March, ODIHR organized an event on law enforcement agencies' response to the COVID-19 pandemic in Kazakhstan and international best practices. The event, gathering 16 participants (4 women; 12 men), aimed at raising awareness among the representatives of Kazakhstan's MoA and Ministry of Health on human rights standards and the applicability of community policing techniques within the context of the COVID-19 pandemic restrictions.

In July, ODIHR published the *Guide on Law Enforcement Equipment Most Commonly Used in the Policing of Assemblies*, developed jointly with the Omega Research Foundation. The Guide is a complementary tool to the ODIHR's *Handbook on Monitoring Freedom of Peaceful Assembly* (Second Edition) aimed at helping assembly monitors in their work. It provides information about equipment and tactics that law enforcement officials might use in policing assemblies, while outlining human rights and health implications of their use.

On 10 December, following an invitation from CEPOL and jointly with the Omega Research Foundation, ODIHR organized a webinar on human rights compliant policing of public assemblies, gathering 104 law enforcement officials (21

women; 82 men) from EU Member States and other countries. The webinar focused on international human rights standards and positive practices regarding police responsibilities in facilitating the right to freedom of peaceful assembly. The webinar highlighted the key principles of ODIHR's Human Rights Handbook on Policing Assemblies as well as the recently published *Guide on Law Enforcement Equipment Most Commonly Used in the Policing of Assemblies*.

## Activities Related to Threats Posed by Criminal Activity

### Counter-Terrorism and P/C VERLT

On 19 and 20 May, ODIHR organized a sub-regional workshop to promote dialogue for human-rights compliant responses to terrorism, including when addressing the threats and challenges of FTFs. The workshop took stock of ongoing and emerging human rights challenges in the development and implementation of counter-terrorism laws, as well as policy and practices in the concerned countries. It brought together government representatives, national human rights institutions (NHRIs), CS and other experts from Austria, Belgium, France, Germany, the Netherlands, Switzerland and the United Kingdom. The workshop was part of the follow-up to ODIHR's *Guidelines for Addressing the Threats and Challenges of "Foreign Terrorist Fighters" within a Human Rights Framework*.

In July, jointly with Penal Reform International (PRI), ODIHR launched their new publication *Protecting Human Rights in Prisons while Preventing Radicalization Leading to Terrorism or Violence: A Guide for Detention Monitors*. The increasing focus on preventing and countering terrorist radicalization in prisons, leads states to adopt various measures impacting human rights in detention facilities. Scrutiny by independent monitors is important to ensure that these measures are based on the rule of law and respect for human rights. The guide seeks to equip detention monitors with tools and knowledge of the subject relevant to their respective monitoring mandates and methodologies.

In November, jointly with the OSCE Project Co-ordinator in Uzbekistan, ODIHR organized a ToT course on protecting human rights while countering terrorism effectively for eight trainers (3 women; 5 men). The course, held in Uzbekistan, helped national trainers to familiarize with the contents, key principles, practical modalities and methodology of ODIHR's standard law enforcement training on the topic. It constituted an important step towards institutionalizing the training programme at the national level and ensuring the long-term sustainability of ODIHR capacity-building activities in the country. Further training courses co-facilitated by the national trainers who took part in the ToT are foreseen to take place in 2022.

In November, jointly with the OSCE Mission to Skopje, ODIHR organized a training course on protecting human rights and effectively countering terrorism for 20 participants (men), among which counter-terrorism police officers, Special Forces officers and members of the National Academy in Skopje. The training course focused on the link between human rights and the operational effectiveness of counter-terrorism policing. The course covered risks originating from human rights violations in the counter-terrorism context, the impact of human rights violations on both suspects and law-enforcement officers, interviewing techniques, as well as bias and stereotypes, including based on gender, in counter-terrorism policing.

In 2021, ODIHR continued to provide human rights expertise to a wide range of programmatic activities of other OSCE executive structures in the field of preventing and countering terrorism and VERLT. ODIHR contributed with panelists to events such as the OSCE Regional Conference on Countering Terrorist Financing and Transnational Organized Crime and the Regional Policy Dialogue with Legislators from South-Eastern Europe on the Prosecution, Rehabilitation, and Reintegration of FTFs.

## Trafficking in Human Beings

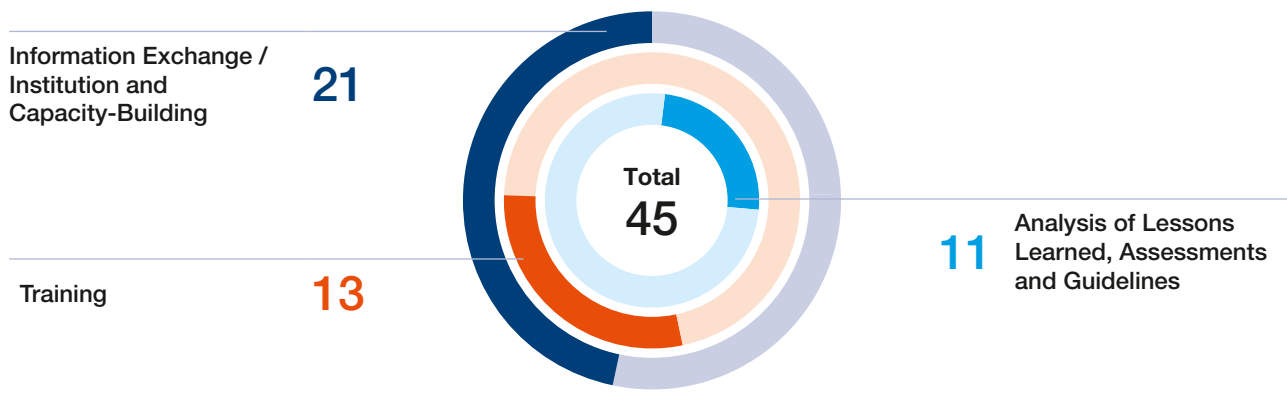
In 2021, as part of its work to provide legislative assistance to OSCE participating States and reviewing, upon request, legislation and draft legislation to ensure their compliance with OSCE human dimension commitments and international standards, ODIHR issued two opinions related to combating THB which included recommendations concerning the work of police: an opinion on establishment of Child Justice Centre(s) in Ukraine and an opinion on anti-trafficking legislation of Finland.

## Border Security and Management / Customs

In October, ODIHR published the policy brief: *Border Management and Human Rights: Collection, processing and sharing of personal data and the use of new technologies in the counter-terrorism and freedom of movement context*. The document provides an overview of the human rights implications of API and PNR, biometric data systems, algorithmic decision-making, including for screening and risk assessments of travellers, and the use of terrorism watch lists and law enforcement databases in border security. It also provides recommendations to OSCE participating States on how to respect and protect human rights when using new technologies in border management. In December, ODIHR held a presentation of the policy brief and panel debate with international experts.

In October and November, ODIHR experts contributed with specialized human rights expertise to activities organized by other OSCE executive structures in the field of border security, such as to the 5th OSCE-wide Seminar on Passenger Data Exchange, the OSCE Border Management Staff College Roundtable on Afghanistan and Security Threats to Central Asian Region and the OSCE Conference of the CABMI on Afghanistan and the New Border Security Landscape in Central Asia.

## ODIHR – Police-Related Activities 2021



## APPENDIX 2

### HCNM Annual Report on Police-Related Activities for 2021

#### Introduction

The High Commissioner on National Minorities (HCNM) provides “early warning” and, as appropriate, “early action” at the earliest possible stage with regard to tensions involving national minority issues. To fulfil this conflict prevention mandate, the HCNM addresses the short-term triggers of inter-ethnic tension and conflict, as well as long-term structural concerns. Drawing on over 25 years of experience, successive High Commissioners have identified certain recurrent issues which either cause or are linked to tensions involving national minorities. These issues are addressed in the HCNM’s nine thematic Recommendations and Guidelines, which aim to assist the OSCE participating States in their efforts to define a comprehensive approach towards developing policies that promote the integration of their diverse societies.

The HCNM also plays a key role in security sector governance and reform (SSG/R), as its engagement with minorities requires SSG responses. For instance, the HCNM supports police reform through a non-discrimination and multi-ethnic approach. Furthermore, the HCNM provides policy guidance to participating States, for example, with the publication of *The Recommendations on Policing in Multi-Ethnic Societies (2006)* and *The Graz Recommendations on Access to Justice and National Minorities (2017)*.

#### 15th Anniversary of the Recommendations on Policing in Multi-Ethnic Societies

On 5 November, on the 15th anniversary of its *Recommendations on Policing in Multi-Ethnic Societies (2006)*, the HCNM organized a conference in Vienna in a blended format. The conference aimed to promote the principles and practices outlined in the Recommendations and reiterate the readiness of the High Commissioner to support OSCE participating States on policing in diverse societies. The event, organized in co-operation with TNTD/SPMU, hosted 128 representatives (82 women; 46 men) from the delegations of OSCE participating States and Partners for Co-operation, representatives of the OSCE executive structures and field operations as well as other international organizations, with 276 participants streaming the event online. A total of 13 conference panellists (9 women; 4 men) exchanged on positive practices and lessons learned with a number of experts and practitioners, by including country-specific examples from Bulgaria, Canada, Hungary, Ireland, Kazakhstan,

the Kyrgyz Republic, Montenegro, North Macedonia, Norway and the United States. The conference highlighted the importance of recruitment, representation and continuous training of police services as to reflect the diversity of the societies they serve. The conference also reviewed relevant aspects of mainstreaming gender into policing, as well as the intersection between gender and national minorities. Furthermore, its focus included aspects such as gender-responsive approaches to community engagement, operational methods and reporting, specifically in cases of gender-based violence. Success stories and activities conducted with OSCE’s support were also shared. Experts’ discussions stressed the need to effectively build trust and enhance communication and transparency between the police and the communities they serve, for example, by avoiding ethnic and racial profiling that structurally undermines this trust. Finally, participants called for an increased collaboration with CS and academia, highlighting the need to gather disaggregated data, including gender disaggregated data, for evidence-based policing, as it allows better evaluation of police effectiveness in diverse societies.



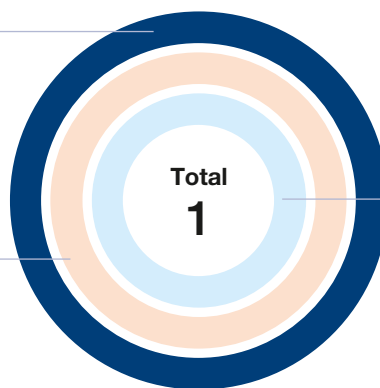
Opening session of the conference marking the 15th anniversary of HCNM's *Recommendations on Policing in Multi-Ethnic Societies*, Vienna, 5 November 2021.

OSCE/Micky Kroell

## HCNM – Police-Related Activities 2021

Information Exchange /  
Institution and  
Capacity-Building

1



Total  
1

0 Analysis of Lessons  
Learned, Assessments  
and Guidelines

Training

0

General Police  
Development  
and Reform

100%



ACTIVITIES ON

0% Threats Posed  
by Criminal  
Activity

## APPENDIX 3

### OSCE MC and PC Decisions, Declarations and Action Plans with a Focus on Police-Related Activities

Taskings on police-related issues are contained in OSCE Summit Decisions as well as in the growing list of Decisions of the Ministerial Council and the Permanent Council, including a number of OSCE Action Plans.

The latest comprehensive set of OSCE mandates on police related activities was adopted in 2012 with the Dublin MC Decision No. 4/12 on the OSCE's Efforts to Address Transnational Threats, which endorsed four PC decisions from 2012, including the OSCE Strategic Framework for Police-Related Activities (PC.DEC/1049) and the OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors (PC.DEC/1048). With the adoption of these decisions, the participating States reaffirmed the key role that OSCE police-related activities play in the Organization's efforts to address threats to security and stability posed by criminal activity, as well as its efforts in the areas of conflict prevention, crisis management and post conflict rehabilitation in the OSCE area.

The Charter for European Security adopted by the Istanbul Summit Meeting (1999) represents the platform for the OSCE involvement in policing. It contains the commitment of the OSCE participating States to enhance the OSCE's role in civilian police-related activities as an integral part of the Organization's efforts in conflict prevention, crisis management and post-conflict rehabilitation. Such activities may comprise the following: (1) police monitoring, including to prevent police from discriminating due to religious and ethnic identity; (2) police training, which could, *inter alia*, aim to improve the operational and tactical capabilities of local police services and reform paramilitary forces, provide new and modern policing skills, such as community policing, and anti-drug, anti-corruption and anti-terrorist capacities, create a police service with a multi-ethnic and/or multireligious composition that can enjoy the confidence of the entire population; and (3) promoting respect for human rights and fundamental freedoms in general.

The Ninth Ministerial Council in Bucharest (2001) declared the OSCE's decision to increase and promote co-operation among participating States in countering new security

challenges, including by providing advice or arranging for the provision of expert advice on requirements for effective policing (needs assessments) and how to meet them, and encouraging where appropriate the exchange of information among and between participating States regarding lessons learned and best policing practices in countering these new security challenges.

The Bucharest Plan of Action for Combating Terrorism (2001), adopted on the same occasion as the above Decision on police-related activities, recognized the need to assist participating States, on their request, through measures to combat THB, illicit drug and SALW, in accordance with relevant Permanent Council decisions. This assistance could also include provision of advice and assistance on restructuring and/or reconstruction of police services; monitoring and training of existing police services, including human rights training; and capacity -building, including support for integrated or multi-ethnic police services. To this end, the plan of action acknowledged the requirement for reinforcing existing police-related activities in conflict prevention, crisis management and post-conflict rehabilitation.

In its Decision No. 448 (2001), the Permanent Council decided to establish the seconded post of Senior Police Adviser in the OSCE Secretariat.

In the Declaration on Trafficking in Human Beings adopted by the Tenth Ministerial Council of the OSCE (Porto 2002), its members called on participating States to enhance international co-operation in combating criminal acts such as trafficking in illicit drugs and arms, as well as smuggling of migrants. They emphasized the need to include in this co-operation international law enforcement bodies such as Europol and INTERPOL, as well as the Southeast European Cooperative Initiative (SECI), with a view to investigating and prosecuting those responsible for THB in accordance with domestic law and, where applicable, international obligations. In this regard, they also asked the Senior Police Adviser to devote increased attention to the fight against THB.



This tasking was further detailed in the OSCE Action Plan to Combat Trafficking in Human Beings, which requested the SPMU to further promote the concept of community policing and facilitate the exchange of information between participating States on best practices to be used by relevant investigating units to check the possibly criminal and trafficking-related origin of suspicious assets. The SPMU was also tasked to continue developing training materials for law enforcement on trafficking and sex crimes investigation, identify law enforcement trainers to conduct training, and facilitate the funding of training sessions for law enforcement authorities in OSCE participating States.

One of the aspects of policing of ethnic minorities was addressed by the OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area (2003). The SPMU was tasked to assist participating States in developing programmes and CBMs, such as community policing, to improve the relations between Roma and Sinti people and the police, particularly at the local level, and to produce a compilation of police best practices in the OSCE region with respect to policing and Roma and Sinti communities. Another established task was to assist the participating States in developing codes of conduct to prevent racial profiling and improve inter-ethnic relations.

The OSCE Strategy to Address Threats to Security and Stability in the Twenty-First Century, adopted by the 11th Ministerial Council in Maastricht in 2003 stated that the SPMU was set up to improve the capacity of participating States to address threats posed by criminal activity and to assist them in upholding the rule of law. The aim was to enhance key policing skills, including respect for human rights and fundamental freedoms.

The 2004 OSCE Action Plan for the Promotion of Gender Equality, adopted by the 12th Ministerial Council of the OSCE (Sofia 2004), urged the participating States, the Secretariat, institutions and field operations to ensure that a gender perspective is integrated into OSCE activities, programmes and projects. The aim shall be to promote the practice of gender equality in the OSCE area, which is essential to comprehensive security. In this context, the SPMU was specifically tasked to enhance its project development to assist participating States in reacting to sexual violence offences and in including elements such as special investigation techniques, and interview skills designated for use with victims of sexual assault including children, and information on referral mechanisms for victim assistance, in the police training curriculum.

The fight against organized crime came to the forefront of OSCE priorities during 2005 and was recognized in a Decision on Combating Transnational Organized Crime adopted by the 13th Ministerial Council of the OSCE (Ljubljana 2005). It tasked the OSCE Secretary General with providing the requesting participating States with support for the mobilization of technical assistance, including the necessary expertise and resources, from relevant competent international organizations for the implementation of the United Nations Convention Against Transnational Organized Crime and its Protocols. The Decision also tasked the OSCE Permanent Council to work on designing, with the support of the Secretary General and the relevant OSCE institutions, possible measures and forms of assistance that could be available to requesting participating States with a view to improving and promoting the functioning of criminal justice systems.

Ljubljana Ministerial Decision No. 15/05 on Preventing and Combating Violence against Women urged participating States, with support and assistance of the OSCE, to take all necessary legislative, policy and programmatic monitoring and evaluation measures to promote and protect full enjoyment of the human rights of women, and to prevent and combat all forms of gender-based violence against them. The decision also tasked the Permanent Council to encourage the development by relevant OSCE institutions and structures of programmes, projects and policies to assist participating States, at their request, in combating violence against women and girls and providing assistance to victims.

The Ljubljana Ministerial Council also adopted the OSCE Border Security and Management Concept, which first and foremost provides participating States with a political framework for their co-operation on border-related issues. It provides objectives and principles for this co-operation and finally defines modalities for OSCE activities in this area. The OSCE “acts upon the request of participating States” to ensure dialogue on border-related issues through, *inter alia*, “exchange of information, experience and best practices”, the establishment of a National Focal Points Network, holding of workshops and conferences.

Permanent Council Decision No. 758 Enhancing International Anti-Drug Co-operation (2006) tasked the Secretary General and relevant OSCE institutions with providing participating States, upon their request and in close consultation and co-ordination with UNODC, with assistance/advice on anti-drug issues, *inter alia*, through awareness-raising activities, the organization of regional workshops and facilitation of training.

The Decision on Combating Sexual Exploitation of Children adopted by the 14th Ministerial Council of the OSCE (Brussels 2006) encouraged relevant OSCE executive structures, within their existing mandates, to devote attention to the area of sexual exploitation of children, including links to trafficking in persons, and emphasized the need for them and the participating States to co-operate with other international organizations, NGOs and CS in combating the sexual exploitation of children.

The 14th Ministerial Council of the OSCE (Brussels 2006) adopted the follow-up Decision on Organized Crime, re-affirming the importance that the OSCE was giving to this subject. The Decision's tasking to the OSCE Secretary General and the relevant OSCE executive structures, within their respective mandates, included giving enhanced attention to the key role of criminal justice systems in institution-building and in the promotion of the rule of law, as well as co-operating and co-ordinating more closely in order to take better into account the interaction between the components of those systems. A further major task was to build on and consolidate the knowledge and experience on criminal justice and organized crime, and to continue co-operating with UNODC in matters including combating organized crime and illicit drugs.

Recalling the Ministerial Council Decisions Nos. 3/05 (Ljubljana) on combating transnational organized crime, and 5/06 (Brussels) on organized crime, Permanent Council Decision No. 810 (2007) on Implementation of the United Nations Convention Against Transnational Organized Crime tasked the Secretary General to support the implementation of the UNTOC convention in co-operation with UNODC, and to organize a workshop in co-operation and co-ordination with the Secretariat of the Conference of the Parties to the UNTOC.

Permanent Council Decision No. 813 (2007) on Combating the Threat of Illicit Drugs and Precursors emphasized the continuing spread of illicit trafficking of opiates from Afghanistan and chemical precursors throughout the OSCE area. The Permanent Council called on the Secretary General to further develop co-operation in the field of anti-drug matters with UNODC, the Paris Pact and other relevant international structures and organizations by, *inter alia*, organizing joint regional and sub regional workshops and other activities. Furthermore, the Secretary General was tasked with continuing training activities on illicit drug-related matters.

The need for continuing training of Afghan police officers in addition to providing assistance to Afghanistan in the fields of border security and combating illicit drug trafficking was

also a core topic of the Ministerial Decision No. 4/07 on OSCE Engagement with Afghanistan (Madrid). Participating States tasked the Secretary General to provide support for intensifying the involvement of Afghan counterparts in OSCE activities related to the fields of border security and management, policing and the fight against illicit drug trafficking, and those in the training facilities in Central Asia and in the rest of the OSCE area. While tasked to avoid unnecessary duplication of existing efforts of other international actors, the Secretary General was also mandated to explore all possible co-operation options, in co-ordination with the UN and other relevant regional and international organizations and other actors.

At the Helsinki Ministerial Council in December 2008, the participating States turned their attention once again to the issue of THB. Decision No. 5/08 on Enhancing Criminal Justice Responses to Trafficking in Human Beings Through a Comprehensive Approach emphasized the need for training on combating THB for law enforcement personnel and urged the participating States *inter alia* to ensure co-operation between law enforcement agencies and other relevant actors at the national and international level, and "to intensify measures to disrupt trafficking networks, including by means of financial investigations, investigations of money laundering connected to human trafficking and the freezing and confiscation of the assets of human traffickers".

Reaffirming the participating States' commitment to proactively implement the OSCE Action Plan for the Promotion of Gender Equality and recalling Ljubljana Ministerial Council Decisions on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, and on Preventing and Combating Violence against Women, the 17th Ministerial Council of the OSCE (Athens 2009), in its Decision on Women's Participation in Political and Public Life, called on the participating States to consider providing for specific measure to achieve the goal of gender balance in all legislative, judicial and executive bodies, including police services.

Acknowledging the "[...] diverse and multifaceted OSCE work, experience and lessons learned in the policing field, in particular the work of the SPMU and the field operations within their respective mandates", the Permanent Council, in its Decision 914/09, adopted in Athens, expressed its conviction that the time had come to take stock of what had been done so far in policing and to "[...] initiate a thorough dialogue on how to further enhance police-related activities within the OSCE." The Permanent Council tasked the Secretary General, "[...] within existing resources and in consultation with relevant OSCE executive structures, to

prepare a report on police-related activities of the OSCE executive structures up to the end of 2009". The report was to be based partly on the annual reports on police-related activities, reflecting existing mandates and OSCE commitments, and was "[...] to include an assessment of those activities and a forward-looking perspective, offering long-term strategic recommendations". Moreover, the Permanent Council decided that this report would be further discussed during the next Annual Police Experts Meeting in May 2010 as well as at the 2010 Annual Security Review Conference.

The Athens Ministerial Council Decision No. 2/09 on Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability took note of, *inter alia*, the OSCE's contribution to international efforts to fight organized crime through the provision of relevant law enforcement expertise and assistance to participating States and called for exploring further ways to strengthen synergies in OSCE activities against transnational threats, addressing them in a comprehensive and cross-dimensional manner and focusing on areas, where the OSCE has a comparative advantage and can complement the work of other international organizations.

"Recalling that the OSCE, as a regional arrangement under Chapter VIII of the Charter of the UN and as a primary organization for the peaceful settlement of disputes within its region, is a key instrument for early warning, conflict prevention and resolution, crisis management and postconflict rehabilitation", the participating States, in the 2011 Vilnius Ministerial Council Decision No. 3/11 on Elements of the Conflict Cycle, Related to Enhancing the OSCE's Capabilities in Early Warning, Early Action, Dialogue Facilitation and Mediation Support, and Post-Conflict Rehabilitation, reiterated "[...] that the OSCE's ability to deploy civilian, police or unarmed military expertise rapidly is essential to effective conflict prevention, crisis management and post-conflict rehabilitation", and expressed their expectation for "[...] the OSCE Chairmanship and the executive structures to take full advantage of their respective mandates to address all phases of the conflict cycle" and while urging the Chairmanship and participating States to use, swiftly and to the greatest extent possible, all available tools and procedures as applicable to a particular crisis or conflict situation [...]."

"Reiterating the determination expressed by Heads of State or Government of the OSCE participating States in the 2010 Astana [now Nur-Sultan] Commemorative Declaration: Towards a Security Community to achieve greater unity of purpose and action in facing emerging transnational threats, such as terrorism, organized crime, illegal migration, proliferation of weapons of mass destruction,

cyber threats and the illicit trafficking in small arms and light weapons, drugs and human beings", the Vilnius Ministerial Council, in Decision No. 9/11 on Strengthening Co-ordination and Coherence in the OSCE's Efforts to Address Transnational Threats welcomed "the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE's mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE's resources in addressing transnational threats [...]."

To further strengthen the OSCE's efforts to address transnational threats, the Dublin Ministerial Council adopted Decision No. 4/12 in December 2012. This so called 'chapeau' decision endorses four decisions which had been adopted in 2012 by the Permanent Council on the Development of confidence-building measures to reduce the risks of conflict stemming from the use of information and communication technologies (PC Decision No. 1039), the OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors (PC Decision No. 1048), the OSCE Strategic Framework for Police-Related Activities (PC Decision No. 1049) and finally, the OSCE Consolidated Framework for the Fight against Terrorism (PC Decision No. 1063).

In the PC Decision No. 1039 on the Development of Confidence-Building Measures to Reduce the Risks of Conflict Stemming from the Use of Information and Communication Technologies, the Permanent Council "decides to step up individual and collective efforts to address security in the use of information and communication technologies (ICTs) in a comprehensive and cross-dimensional manner in accordance with OSCE commitments and in co-operation with relevant international organizations. The PC further tasks the OSCE Chairmanship to establish an open-ended, informal OSCE WG under the auspices of the Security Committee to elaborate a set of draft CBMs to enhance interstate co-operation, transparency, predictability, and stability, and to reduce the risks of misperception, escalation, and conflict that may stem from the use of ICT; and to help build consensus for the adoption of such a set of CBMs in 2012".

The OSCE Concept for Combatting the Threat of Illicit Drugs and the Diversion of Chemical Precursors (PC Decision No. 1048) identifies areas and activities for a short-, medium and long-term engagement in combating the threat of illicit drugs and the diversion of chemical precursors that requires sustained efforts, and establishes a political framework for comprehensive action by the OSCE

participating States and the OSCE executive structures to combat this threat. The Concept stresses the participating States' commitments to support the implementation of the respective international obligations in this area, with a particular focus on the related UN Conventions and decisions. It also sets principles and major objectives of co-operation, and provides a platform for OSCE's co-operation with international organizations and partners in recognition of the important role played by CS, including the media and nongovernmental organizations, in addressing illicit drug-related crimes, as well as preventive measures aimed at reducing illicit drug abuse and dependence, and illicit drug-related harm to health and society, especially to children and young people. According to the Concept, the participating States' co-operation will include, *inter alia*, the exchange of best practices and scientific evidence-based information on combating the threat of illicit drugs; as well as the facilitation and promotion of cross border interaction between relevant criminal justice agencies and other competent national structures of the participating States in the prevention, identification, suppression, detection and investigation of illicit drug-related crimes, and the apprehension and extradition of criminals in accordance with existing legal frameworks.

The OSCE Strategic Framework for Police-Related Activities (PC Decision No. 1049) defines the Organization's priorities in this area, such as police development and reform and the fight against organized transnational crime, including trafficking in illicit drugs and precursors, THB, the sexual exploitation of children on the internet, and cybercrime, within a wider OSCE approach to security. Through needs assessment, capacity-building, institution building, training and evaluation the OSCE will assist the law enforcement agencies of the participating States to address the threats posed by criminal activity. All of these activities will be done in line with the promotion of the principles of democratic policing, such as the importance of the rule of law; due respect for human rights and fundamental freedoms, including gender and minority issues; police-public partnerships; effective and accountable criminal justice systems; and enhanced criminal justice co-operation among participating States and international and regional organizations. The decision highlights the importance of co-operation with governmental authorities as well as CS, in a long-term approach, that fosters local commitment and ownership to as well as sustainability of police-related programme achievements.

The OSCE Consolidated Framework for the Fight against Terrorism (PC Decision No. 1063) further strengthens the profile of the Organization in the struggle against terrorism. The Decision builds on relevant decisions of the Ministeri-

al Council and highlights the OSCE's anti-terrorism profile listing comparative advantages of the Organization. The Decision provides guidance for the Organization outlining strategic focus areas for counter-terrorism activities. Therewith the Decision is a roadmap for any further OSCE action to be taken in the area of countering terrorism.

In the 2012 Dublin Ministerial Declaration on Strengthening Good Governance and Combating Corruption, Money Laundering and the Financing of Terrorism, the participating States encourage the OCEEA and the TNTD "within their respective mandates to assist the participating States, at their request, in their efforts to counter money laundering and the financing of terrorism, including through the development, adoption and implementation of legislation and practices to improve interagency and external co-ordination mechanisms in this area."

In 2013, the participating States, with PC Dec. No. 1106 adopted the Addendum to the OSCE Action Plan to Combat Trafficking in Human Beings: One Decade Later, which amends the 2003 Action Plan, providing the participating States with an updated toolkit to combat all forms of THB, and helping to address the current and emerging THB trends and patterns, as well as the most pressing challenges related to the prosecution of the crime, its prevention, and protection of trafficked persons.

In 2013, the participating States adopted the Initial Set of OSCE Confidence-Building Measures to Reduce the Risks of Conflict Stemming from the Use of Information and Communication Technologies (PC Decision No. 1106) in order to enhance interstate co-operation, transparency, predictability and stability and to reduce the risks of misperception, escalation and conflict that may stem from the use of information and communication technologies. According to the decision, the participating States will voluntarily facilitate co-operation among the competent national bodies; share information on measures that they have taken to ensure an open, interoperable, secure and reliable internet; and use the OSCE as a platform for dialogue, exchange of best practices, awareness raising and information on capacity-building regarding security of and in the use of ICTs, including effective responses to related threats.

The 2014 Basel Ministerial Council adopted several decisions and declarations related to policing activities.

The Basel Ministerial Decision No. 5/14 on the Prevention of Corruption underlines, *inter alia*, "the central role played by law enforcement bodies and judicial institutions in preventing and combating corruption" and encourages the relevant OSCE executive structures to facilitate the ex-

change of best practices in the prevention of corruption among participating States upon their request.

The Basel Ministerial Decision No. 7/14 on Preventing and Combating Violence against Women reaffirms earlier commitments to prevent and combat violence against women, including domestic violence, and calls on participating States to improve their legal frameworks for preventing and combating such violence and to collect and make public data and statistics regarding all forms of violence against women. It encourages participating States to enhance awareness raising and other prevention programmes, to ensure the protection of victims of all forms of violence against women and to “strengthen the efforts to investigate, prosecute and punish the perpetrators of all forms of violence against women and provide victims with protection and appropriate remedies.” The decision tasks the OSCE executive structures to assist participating States, at their request, to facilitate the exchange of information, improve co-ordination and provide technical assistance and training to help participating States fulfil these goals.

The Basel Ministerial Council Declaration No. 5/14 on the OSCE Role in Countering the Phenomenon of Foreign Terrorist Fighters in the Context of the Implementation of UN Security Council Resolutions 2170 (2014) and 2178 (2014) calls upon the OSCE executive structures, *inter alia*, “to offer assistance in capacity-building activities to the requesting participating States, in accordance with Permanent Council Decision No. 1063, and to organize, where appropriate, regional and sub-regional events to identify potential weaknesses in international legal and operational co-operation mechanisms in order to foster better co-operation and co-ordination nationally and internationally”; “to continue to promote OSCE efforts to counter violent extremism and radicalization that lead to terrorism, including through community policing approaches to preventing terrorism, in particular at the local level”; and “to support requesting participating States in the implementation of their commitments regarding travel document security and border management and to facilitate technical assistance in this field by INTERPOL and other relevant international organizations to requesting participating States.”

The Basel Ministerial Council Declaration No. 6/14 on the OSCE Role in Countering Kidnapping and Hostage-Taking Committed by Terrorist Groups in the Context of the Implementation of UN Security Council Resolution 2133 (2014) calls upon the OSCE executive structures to continue promoting the international legal framework against terrorism, to explore ways to exchange information between intelligence agencies and the criminal justice systems and to promote capacity-building for managing, investigating and

prosecuting cases of terrorist kidnapping and hostage-taking.

The Belgrade Ministerial Council Declaration No. 2/15 on the OSCE Activities in Support of the Global Efforts Tackling the World Drug Problem states the need for a balanced and integrated approach to tackling the world drug problem, for further co-operation between the OSCE with UNODC, the International Narcotics Control Board, and other relevant multilateral organizations, especially with the emergence and spread of dangerous new psychoactive substances and the diversion of chemical precursors, and for further co-operation in preparation for the UN General Assembly Special Session on the world drug problem (UNGASS 2016).

The Belgrade Ministerial Council Declaration No. 3/15 on Reinforcing OSCE Efforts to Counter Terrorism in the Wake of the Recent Terrorist Attacks condemns all terrorist attacks and reaffirms the OSCE’s commitments to remain united in combating terrorism, while underscoring the respect for human rights, fundamental freedoms, and the rule of law as complementary to effective counter-terrorism measures.

The Belgrade Ministerial Council Declaration No. 4/15 on Preventing and Countering Violent Extremism and Radicalization that Lead to Terrorism calls upon participating States to strengthen and adapt their efforts to counter violent extremism and radicalization that lead to terrorism and to support a multi-dimensional approach, including community policing, to countering VERLT within the OSCE region.

The Hamburg Ministerial Council Decision No. 1/16 on Strengthening OSCE Efforts to Prevent and Counter Terrorism underscores the central role of the UN in preventing and countering terrorism, including the importance of OSCE commitments to the UN Global Counter-Terrorism Strategy, and that participating States have the primary role in preventing and countering terrorism and violent extremism and radicalization that lead to terrorism (VERLT), while stressing the need for participating States to take appropriate steps to prevent and suppress financing of terrorism. The decision also positively appreciates the implementation of the #UnitedCVE campaign, and welcomed the activities by OSCE executive structures in the field of preventing and countering terrorism.

The Hamburg Ministerial Council Decision No. 3/16 on OSCE’s Role in the Governance of Large Movements of Migrants and Refugees encourages participating States to use the OSCE platform for improving dialogue on mi-

gration related matters by developing effective measures and common approaches to address such matters, and encourages OSCE executive structures to reinforce the exchange of best practices and to enhance dialogue and co-operation with Partners for Co-operation.

With MC Decision No. 6/16 on Enhancing the Use of Advanced Passenger Information the OSCE participating States commit to: 1. Establish national advance passenger information (API) systems in accordance with the provisions contained in ICAO's Annex 9 to the Convention on International Civil Aviation (the Chicago Convention) and aligned with the WCO/IATA/ICAO Guidelines on Advance Passenger Information (API), including those on privacy and data protection, in order to effectively collect passenger and/or crew data from airlines operating in their territories; 2. Consider establishing at the national level an interactive system to exchange API data (API) in order to prevent the movement of foreign terrorist fighters in line with UN Security Council resolutions 2178 (2014) and 2309 (2016); 3. Adhere to ICAO Document 9082 "ICAO's Policies on Charges for Airports and Air Navigation Services" in the context of establishing an API system, recognizing that States are responsible for ensuring the implementation of adequate security measures at airports; 4. Collaborate with all relevant national stakeholders in the implementation of national level API systems, and consider establishing one authority to

receive, on behalf of all other authorities, all forms of passenger data through one single window data entry point; 5. Increase the added value of API data by seeking to establish automated cross-checking of this data against relevant national, regional and international watch lists, in particular INTERPOL databases and UN Sanctions Lists; 6. Provide assistance to support other requesting participating States in establishing an API system.

The Tirana Ministerial Council Declaration No. 1/20 on Strengthening Co-operation in Countering Transnational Organized Crime, underlined the importance of strengthening national co-ordination and international co-operation in countering transnational organized crime, through direct contact and engagement between relevant authorities, and by exchange of information and best practices, as well as by using the tools provided by the OSCE, UNODC, and other relevant international organizations. It recommitted to maintaining the countering of transnational organized crime among the priorities of the OSCE by enhancing implementation of the respective international obligations and the OSCE's existing commitments, as well as reaffirmed the tasking of the relevant OSCE executive structures to brief the participating States regularly on OSCE activities related to the implementation of existing OSCE commitments to address transnational organized crime, and encouraged continued discussions on this topic among participating States.

# APPENDIX 4

## Abbreviations and Acronyms

AC	Anti-Corruption	CoE	Council of Europe
ACA	Anti-Corruption Agency	CoM	Council of Ministers
ACB	Advisory and Co-ordination Board	COMMS	Communication and Media Relations Section
AECT	Alliance Expert Co-ordination Team	OSCE	
AFIU	Albanian Financial Intelligence Unit	COTER	EU Working Party on Terrorism (International Aspects)
AGM	Annual General Meeting	CPC	OSCE's Conflict Prevention Centre
AIRE	Advice on Individual Rights in Europe	CPC/FSC	Forum for Security and Co-operation at the OSCE's Conflict Prevention Centre
AML/CFT	Anti-Money Laundering and Combating the Financing of Terrorism	CPCD	Centre for Civil Society Promotion
APEM	Annual Police Experts Meeting	CPD	Cyber Police Department
API	Advance Passenger Information	CRIMEX	Experts Group for Criminal Matters
ARCA	Association for Research into Crime and Arts	CS	Civil Society
ASP	Albanian State Police	CSO	Civil Society Organization
AWKP	Association of Women in Kosovo Police	CSW	Centre for Social Work
BAMIN	Balkan Asset Management Interagency Network	CTHB	Combating Trafficking in Human Beings
BD	Brčko District in Bosnia and Herzegovina	CT	Counter-Terrorism
BiH	Bosnia and Herzegovina	CVE	Countering Violent Extremism
BMP	Border and Migration Police	DCA	Drug Control Agency
BoQs	Bill of Quantities	DCAF	Geneva Centre for the Democratic Control of Armed Forces
BSM	Border Security and Management	DD	Detailed Designs
CABMI	Central Asia Border Management Initiative	DITN	Department for Investigations of Trafficking in Narcotics
CAMS	Certified Anti-Money Laundering Specialist	DPED	Department of Police Education and Development
CARICC	Central Asian Regional Information and Coordination Centre for Combating illicit Trafficking of Narcotic Drugs, Psychotropic Substances and their Precursors	DSPS	Department for Security and Public Safety
CBM	Confidence-Building Measure	EAG	Eurasian Group on Combating Money Laundering and Financing of Terrorism
CCC	Common Contact Centres	ECTEG	European Cybercrime Training and Education Group
CCoE	Cybersecurity Centre of Excellence	EMA	Emergency Management Agency
CEC	Central Election Commission	EMCDDA	European Monitoring Centre for Drugs and Drug Addiction
CEPOL	European Union Agency for Law Enforcement Training	EMPACT	European Multidisciplinary Platform Against Criminal Threats
CERT	Computer Emergency Response Team	ENISA	EU Agency for Cybersecurity
CFE	Certified Fraud Examiner	EOD	Explosive Ordnance Disposal
CFT	Combating the Financing of Terrorism	ESAR	Enhancing Stakeholder Awareness and Resources for Hate Crime Victim Support
CIDS	Centre for Integrity in the Defence Sector	EU	European Union
CILC	Centre for International Legal Cooperation	EULEX	EU Rule of Law Mission in Kosovo
CIS	Commonwealth of Independent States		
CND	UN Commission on Narcotic Drugs		

Eurojust	European Union Agency for Criminal Justice Cooperation	LIVE	Leaders against Intolerance and Violent Extremism
Europol	European Union Law Enforcement Agency	LMDTR	Local Multidisciplinary Teams for Reintegration
ExB	Extra-Budgetary	LMS	Learning Management System
FATF	Financial Action Task Force	LPC	Local Prevention Councils
FBiH	Federation of Bosnia and Herzegovina	LPSC	Local Public Safety Committees
FIU	Financial Intelligence Unit	LSC	Local Safety Councils
FMS	Financial Monitoring Service	MAC	Multi-Agency Committee
FO	Field Operation	MARRI	Migration, Assylum, Refugees Regional Initiative
FSC	Forum for Security Co-operation	MC	Ministerial Council
FTFs	Foreign Terrorist Fighters	MCMDV	Municipal Co-ordination Mechanisms against Domestic Violence
GCTF	Global Counterterrorism Forum	MCSC	Municipal Community Safety Council
GI-TOC	Global Initiative against Transnational Organized Crime	MDE	Municipal Directorate for Education
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit	MEP	Ministry of Environmental Protection
GPO	General Prosecutor's Office	MFA	Ministry of Foreign Affairs
HCNM	OSCE High Commissioner for National Minorities	MoD	Ministry of Defence
HRM	Human Resource Management	MoESTD	Ministry of Education, Science and Technological Development
IACO	International Civil Aviation Organization	MoF	Ministry of Finance
IATA	International Air Transport Authority	Mol	Ministry of Interior
IAWP	International Association of Women in Police	MoIA	Ministry of Internal Affairs
ICITAP	United States International Criminal Investigative Training Assistance Program	MoU	Memorandum of Understanding
ICMPD	International Centre for Migration Policy Development	MPR	Mobile Police Reception
ICT	Information and Communications Technology	MPS	Model Police Stations
ILP	Intelligence-Led Policing	MSC	Municipal Safety Council
INL	the United States Department of State Bureau of International Narcotics and Law Enforcement Affairs	MTT	Mobile Training Team
INTERPOL	International Criminal Police Organization	NBI	National Bureau of Investigations, Albania
IOM	International Organization for Migration	NCDC	National Centre for Drug Control, Uzbekistan
IPA	Implementing Partnership Agreement	NEC	National Chamber of Entrepreneurs
IWG	Informal Working Group	NFC	National Forensic Center
JICA	Japan International Cooperation Agency	NFP	National Focal Point
KAF	Kosovo Agency on Forensics	NGO	Non-governmental Organization
KAPS	Kosovo Academy for Public Safety	NPoCHC	National Contact Point for Hate Crimes
KCPSED	Kosovo Centre for Public Safety, Education and Development	NPU	National Police of Ukraine
KCS	Kosovo Correctional Service	NRA	National Risk Assessment
KFOR	Kosovo Force	OCEEA	Office of the Co-ordinator of Economic and Environmental Activities
KOMS	National Youth Council of Serbia	ODC	Open Data Charter
KP	Kosovo Police	ODIHR	Office for Democratic Institutions and Human Rights
KPSS	Kosovo Police Service School	OFA	Ohrid Framework Agreement
KSCS	Kosovo Security Council Secretariat	OI	Ombudsperson Institution
KTA	Kosovo Tax Administration	OLC	Office of Language Commission
LEA	Law Enforcement Agency	OM	Orientation Manual



OSR/ CTHB	Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings	SIA	Sectors for Internal Affairs
OSG	Office of the OSCE Secretary General	SMS	State Migration Service, Turkmenistan
OSINT	Open Source Intelligence	SOE	State-owned Enterprises
PAHCT	Prosecutors and Hate Crime Training	SOP	Standard Operating Procedure
PAM	Parliamentary Assembly of the Mediterranean	SPAK	Special Prosecutor's Office against Corruption and Organized Crime
PAN	Police Academies Network	SSG	Security Sector Governance
PCOCP	Permanent Conference of Organized Crime Prosecutors	SSG/R	Security Sector Governance and Reform
P/C VERLT	Preventing and Countering Violent Extremism that lead to Terrorism	SSU	Security Service of Ukraine
PC	Permanent Council	TADOC	Turkish International Academy against Drugs and Organized Crime
PCCC	Police-Customs Co-operation Centres	TAHCLE	Training against Hate Crime for Law Enforcement
PCU	OSCE Project Co-ordinator in Ukraine	TC	Training Centre
PCUz	OSCE Project Co-ordinator in Uzbekistan	TCII	Turkmenistan Institute of Telecommunications and Informatics
PD	Police Directorate	TCG	Tasking and Co-ordination Group
PDU	Police Development Unit	TCP	Trafficking in Cultural Property
PIK	Police Inspectorate of Kosovo	THB	Trafficking in Human Beings
PITCH	Prevention of Illicit Trafficking in Cultural Heritage	TNTD	OSCE's Transnational Threats Department
PIU	Passenger Information Unit	TNTD/ATU	Transnational Threats Department/Action against Terrorism Unit
PNR	Passenger Name Record	TNTD/ BSMU	Transnational Threats Department/Border Security and Management Unit
POiB	OSCE Programme Office in Bishkek	TNTD/CC	Transnational Threats Department/Co-ordination Cell
POiD	OSCE Programme Office in Dushanbe	TNTD/ SPMU	Transnational Threats Department/Strategic Police Matters Unit
PSB	Public Security Bureau	ToT	Training of Trainers
RACVIAC	Regional Arms Control Verification and Implementation Assistance Center	UCR	Unified Crime Registering
RAN	Radicalization Awareness Network	UN	United Nations
RCMP	Royal Canadian Mounted Police	UNDP	United Nations Development Programme
RILO	Regional Intelligence Liaison Officers	UNFPA	United Nations Population Fund
RoP	Rules of Procedure	UNHCR	UN High Commissioner for Refugees
RPPO	Republic's Public Prosecutor's Office of Serbia	UNICRI	UN Interregional Crime and Justice Research Centre
RS	Republika Srpska	UNOCT	United Nations Office of Counter-Terrorism
SA	Security Academy	UNODC	United Nations Office on Drugs and Crime
SALW	Small Arms and Light Weapons	UNSCR	United Nations Security Council Resolution
SBGS	State Border Guard Service, Ukraine	VAAO	Victims Advocacy and Assistance Office
SBI	State Bureau of Investigations, Ukraine	VE	Violent Extremism
SBS	State Border Service, Turkmenistan	VERLT	Violent Extremism and Radicalization that lead to Terrorism
SCS	State Customs Service, Ukraine	WAE	Weapons, ammunition, explosive
SDG	Sustainable Development Goal	WCO	World Customs Organization
SEESAC	The South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons	WG	Working Group
SCoG	Security Co-operation and Governance	WHO	World Health Organization
SELEC	Southeast European Law Enforcement Center	WSN	Women Security Network
SEPCA	Southeast Europe Police Chiefs Association	WPA	Women's Police Association in Montenegro

# APPENDIX 5

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