

Annual Report of the Secretary General on Police-Related Activities in 2008

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Organization for Security and
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ABBREVIATIONS AND ACRONYMS

AEPC	Association of European Police Colleges
AQAS	Agency for Quality Assurance through the Accreditation of Study Programme
ATU	Action against Terrorism Unit
BOMCA	Border Management Programme for Central Asia
BPO	Border Police Officer
BPTC	Basic Police Training Centre
BSMC	OSCE Border Security and Management Concept
CADAP	Drug Action Programme in Central Asia
CAG	Citizen's Advisory Group
CEPOL	European Police College
CiB	OSCE Centre in Bishkek
CICA	Conference on Interaction and Confidence Building Measures in Asia
CiO	Chairman-in-Office
CIS	Commonwealth of Independent States
CIT	Centre for Induction Training
CoE	Council of Europe
COP	Conference of Parties
CPC	Conflict Prevention Centre
CPRSI	ODIHR Contact Point for Roma and Sinti Issues
CPT	Centre of Police Training
CSAT	Community Safety Action Teams
CSTO	Collective Security Treaty Organization
DCA	Drug Control Agency of Tajikistan
DCAF	Geneva Centre for the Democratic Control of Armed Forces
DEA	Drug Enforcement Administration
DEM	Department for Emergency Management
DPED	Department of Police Education and Development
DPS	Department for Public Safety
EMCDDA	European Monitoring Centre for Drugs and Drug Addiction
ENSFI	European Network of Forensic Science Institutes
ExB	Extra Budgetary Funding
FATF	Financial Action Task Force
FC	Forensic Centre
FIN	Financial Integrity Network
FTO	Field Training Officer
GBP	Georgian Border Police
GDTP	General Directorate of the Turkish Police
GFP	Gender Focal Points
GPML	Global Programme against Money Laundering
HCNM	High Commissioner on National Minorities
IAD	Internal Affairs Division
IBM	Integrated Border Management
ICAO	International Civil Aviation Organization

ICITAP	International Criminal Investigative Training Assistance Program
ICMEC	International Centre for Missing & Exploited Children
ICMPD	International Centre for Migration Policy Development
ICTY	International Criminal Tribunal for the former Yugoslavia
IDFDC	International Drug Fighting Training Centre
ILEA	International Law Enforcement Academy
INCB	International Narcotics Control Board
INPROL	International Network to Promote the Rule of Law
IOM	International Organisation for Migration
ITC	International Training Centre
JBCP	Joint Border Crossing Point
KCPSED	Kosovo Centre for Public Safety Education and Development
KCS	Kosovo Correctional Service
KFOR	Kosovo Force
KPS	Kosovo Police Service
LED	Law Enforcement Department
LEOP	Law Enforcement Officer Programme on Combating Hate Crime
LPC	Local Prevention Council
LPSC	Local Public Safety Committees
MC/DEC	OSCE Ministerial Council Decision
MIA	Ministry of Internal Affairs
MoI	Ministry of Interior
MoU	Memorandum of Understanding
MC.DEC	Ministerial Council Decision
MCSC	Municipal Community Safety Councils
MMG	Mobile Monitoring Group
MSC	Municipal Safety Council
NATO	North Atlantic Treaty Organization
NCB	National Central Bureau
NCIS	National Criminal Intelligence System
NCU	National Coordination Unit
NGO	Non-Governmental Organization
NPM	National Preventive Mechanism
NRM	National Referral Mechanism
NTC	National Criminal Technical Centre
OCEEA	Co-ordinator on Economic and Environmental Affairs
ODIHR	Office for Democratic Institutions and Human Rights
OMIK	OSCE Mission in Kosovo
OPCAT	Optional Protocol to the UN Convention against Torture
OSCE	Organization for Security and Co-operation in Europe
OSR	Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings
PAP	Police Assistance Programme
PBPB	Performance-Based Programme Budgeting
PC/DEC	OSCE Permanent Council Decision
PCU	OSCE Project Co-ordinator in Ukraine
PCUz	OSCE Project Co-ordinator in Uzbekistan
PD	Police Directorate
PDD	Police Development Department

PFTO	Police Field Training Officer
PiA	OSCE Presence in Albania
PIA	Participatory Impact Assessment
PIK	Police Inspectorate of Kosovo
POLIS	Policing OnLine Information System
PPIS	Press and Public Information Section
RAE	Roma, Ashkali and Egyptian
RCC	Regional Cooperation Council
SALW	Small Arms and Light Weapons
SATU	Special Antiterrorist Unit
SBGSU	State Border Guard Service of Ukraine
SCD	Security Co-operation Department
SCO	Shanghai Cooperation Organization
SECI	Southeast Europe Cooperative Initiative
SEPCA	Southeast Europe Police Chief Association
SIDA	Swedish International Development Agency
SLTD	Stolen and Lost Travel Documents
SOCA	Serious Organised Crime Agency
SPA	Senior Police Adviser
SPMU	Strategic Police Matters Unit
SSR	Security Sector Reform
SweSe	Swedish-Serbian bilateral training project in Serbia
TADOC	Turkish International Academy against Drugs an Organized Crime
TANDIS	Tolerance and Non-Discrimination Information System
TDC	Trainer Development Course
TDS	Travel Document Security
THB	Trafficking in Human Beings
TIKA	Turkish International Cooperation and Development Administration
TNA	Training Needs Analysis
ToT	Training of Trainers
UK	United Kingdom
UN	United Nations
UNDPKO	United Nations Department of Peacekeeping Operations
UNMIK	United Nations Interim Administration Mission in Kosovo
UNODC	United Nations Office on Drugs and Crime
UNTOC	United Nations Convention against Transnational Organized Crime
USA	United States of America
WCO	World Customs Organization

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EXECUTIVE SUMMARY

This is the seventh report submitted in accordance with the mandate referred to on the title page. It provides information about police-related activities of the OSCE Strategic Police Matters Unit, headed by the Senior Police Adviser to the OSCE Secretary General, as well as other cross-dimensional police-related activities of other thematic units in the Secretariat and OSCE Institutions. Furthermore, the report gives an overview of the capacity and institution building activities undertaken by the OSCE field operations in support of their respective host-State governments.

Due to OSCE's comprehensive and cross-dimensional approach to the three dimensions of security, police-related activities have been attracting attention by a growing number of thematic units and departments in the Secretariat and the field operations. This increasing relevance of police-related activities is reflected in the following descriptions.

Activities of the SPMU

In 2008, the SPMU continued providing police-related support to the OSCE Secretary General and the OSCE Chairman-in-Office. The unit also responded to participating States' request for assistance in police reforms; and supported the OSCE field operations in the implementation of their mandates. Support of the field operations included, *inter alia*, assistance in screening and selecting new personnel, the provision of advice on the formulation and implementation of new projects, and a comprehensive lessons learned exercise with the field operations in South-Eastern Europe with respect to the implementation of police-related programmes during the last ten years.

The SPMU's efforts in developing baseline police capacities of participating States and its support to policy development was underpinned by the release of two key publications on police-public partnerships and basic police training curricula; by the translation of the police-related chapters of the *Criminal Justice Assessment Toolkit* into the Russian language and by the distribution of all SPMU key publications to the OSCE field operations. Furthermore, the SPMU embarked on operationalizing its key publications in the frame of regional roundtables, thereby raising awareness of the principles of democratic policing among practitioners of the criminal justice systems and law makers of the participating States.

SPMU training projects focused on combating illegal drugs and investigating Trafficking in Human Beings and on assisting field operations in conducting their own training projects.

The SPMU was also very active in dealing with organized crime issues, organizing and participating in a number of organized crime cluster meetings within the OSCE and in a number of workshops in co-operation with the UNODC and other international partner organizations.

Utilizing its Policing Online Information System, the SPMU also continued serving as a main collection point and central repository for OSCE police-related institutional knowledge, providing the platform for sharing information resulting from OSCE activities, from local initiatives and from development work of other international organizations and agencies. The POLIS platform was also used for conducting the first online workshops in the OSCE.

Police-Related Activities of other Thematic Units in the OSCE Secretariat

The thematic units in the Secretariat, including the SPMU, maintained and enhanced co-operation in jointly conducting a number of police-related events such as trainings, workshops or conferences. Co-operation was also strengthened with other OSCE executive structures and international partner organizations.

The *Action against Terrorism Unit* continued supporting and promoting national and international legal frameworks for the fight against terrorism and organized crime through a series of sub-regional and national workshops in co-operation with the UNODC.

Specific attention was directed towards enhancing legal co-operation in the OSCE area in criminal matters related to terrorism through national and subregional workshops; and on capacity-building training of border police and customs officials in the field of Travel Document Security in a number of participating States.

The *Gender Section* in the Office of the Secretary General continued providing assistance to integrate a gender perspective in police-related activities of the OSCE. Furthermore the Section supported a participating State in mainstreaming gender into a police-public partnership project, including a needs assessment and the development of a gender action plan.

The police-related activities of the *Office of the Co-ordinator of OSCE Economic and Environmental Activities* focused primarily on organizing national and regional workshops aiming at enhancing the fight against money laundering, and on developing a handbook that promotes the development of more efficient border and customs policies in the participating States.

The *Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings* continued raising awareness among police agencies in the OSCE area about the human-rights based approach in the fight against THB. This included high-level events with representative of the participating States aimed at facilitating the implementation of their commitments. Furthermore, the OSR continued promoting the international framework against human trafficking and adjusting national legislation to international obligations.

The OSR contributed to the international legal co-operation in the fight against THB in the frame of regional conferences in Tashkent, Larnaca and Helsinki. The OSR also provided THB-related needs assessments and trainings for law enforcement agencies on a bilateral and multilateral level.

Police-Related Activities of the OSCE Field Operations

In 2008, police-related activities of the field operations have further increased mainly due to a number of new initiatives in the Southern Caucasus and Central Asia. While most of the missions in South-Eastern Europe continued to downsize their police components, the field presences in the Southern Caucasus and Central Asia slightly enlarged their staff of police practitioners. The topics, which continued to dominate OSCE's policing agenda in 2008, were transnational crime and terrorism, police accountability and the need of the people to be served by knowledgeable and responsive police agencies. OSCE police reform assistance programmes thus continued to focus mainly on developing and conducting basic and advanced police training; establishing internal and external oversight mechanisms and institutions; promoting human rights, particularly in the context of investigations, detentions and public order management; implementing community policing; and enhancing cross-border police co-operation, particularly in the fight against trafficking in human beings and drug trafficking.

In 2008, some field operations in South-Eastern Europe were able to complete a number of long-running projects. Furthermore, all missions focused on ensuring sustainability of the achievements the missions have made during the last years. This included also a stronger focus on developing national reform strategies and establishing transparent and effective human resource systems within the Mols. Training activities mostly shifted from basic training to advanced and specialized training. Community policing projects expanded from pilot sites to the entire mission areas. Border policing activities focused on the

implementation of integrated border management strategies and cross-border co-operation between law-enforcement agencies of neighbouring countries.

Since the field operations in Eastern Europe did not include police components, their police-related activities were implemented in the framework of their general activities in promoting the rule of law and human rights and consisted primarily in facilitating some specific training activities in these fields. Due to some encouraging requests from host governments for further activities and subsequent initiatives from the SPMU, there is a potential for future police-related activities by the field operations in co-operation with the SPMU.

The field operations in the Southern Caucasus continued to consolidate and expand their police reform projects that have been developed since 2003. In general, training activities focused primarily on building national training capacities and enhancing basic policing skills. Nevertheless, the missions also embarked on improving the host countries' police capacities in public order management and crime fighting. Community policing pilot projects were expanded and preparations started for introducing community policing in other parts of the countries too. Following the armed conflict in Georgia in August 2008, the Mission's police component had to put a number of activities on hold and to shift its focus on monitoring the Georgian police in the areas adjacent to the Georgia-South Ossetia conflict zone.

Police-related activities continued to increase in Central Asia. The OSCE Office in Tajikistan received a specific police component in the second half of the year, tasked to develop police training and structural reform; improve structural and operational capacities of the police; introduce modern community policing methods; and enhance the fight against trafficking in human beings. Having being involved in police assistance already since 2003, the Centre in Bishkek continued to be engaged in a wide range of projects to prepare the grounds for police reform, focusing on legal reforms, public order management, criminal intelligence analysis, investigations, the promotion of human rights, the establishment of emergency responses, and a number of community policing activities. Due to their rather limited capacities and mandates with respect to police-related activities, the other field operations concentrated on implementing some specific trainings, roundtables and workshops to facilitate the exchange of good policing practices, covering a variety of areas, such as community policing, police accountability, or ensuring human rights.

Police-Related Activities of the OSCE Office for Democratic Institutions and Human Rights

In 2008, the ODIHR continued promoting human rights in the development of counter-terrorism strategies of participating States. Other police-related activities focused on the gender aspects of security sector reform, combating domestic violence, the monitoring of places of detention; combating hate crime and improving Roma-police-relationships. All these activities were undertaken in the form of workshops, conferences, needs assessments and the publication of status reports and guideline documents.

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1. INTRODUCTION

The OSCE operates on the premise that the rule of law and an effective and accountable criminal justice system are fundamental to a well functioning modern democracy. Good policing, which serves the people rather than just the State, is central to protecting life and property, detecting crime, preserving public order as well as preserving social stability during crises and emergencies, and supporting post-conflict reconstruction and rehabilitation. The OSCE supports the participating States' in developing and maintaining these principles of democratic policing.

The foundations for OSCE's police-related activities can be traced back to both the *Helsinki Final Act* and the document of the Copenhagen Meeting in 1990, which call upon participating States to develop the rule of law. Specific policing mandates for field operations have been implemented since 1998. Furthermore, the *Charter for European Security* adopted by the Istanbul Summit Meeting (1999) specifically contains the commitment of the OSCE participating States to enhance the OSCE 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:

- Police monitoring, including with the aim of preventing police from carrying out such activities as discrimination based on religious and ethnic identity;
- Police training, which could, *inter alia*, include the following tasks:
 - Improving the operational and tactical capabilities of local police services and reforming paramilitary forces;
 - Providing new and modern policing skills, such as community policing, and anti-drug, anti-corruption and anti-terrorist capacities;
 - Creating a police service with a multi-ethnic and/or multi-religious composition that can enjoy the confidence of the entire population;
 - Promoting respect for human rights and fundamental freedoms in general

The OSCE places particularly strong emphasis on the protection of human rights, which is truly a cross-cutting issue for the organization. While being under enormous pressure throughout the OSCE area to counter the rising tide of organized crime and the new threats to international and national security, including those emanating from terrorism, the police must operate in accordance with national and international law and respect human rights at all times.

The Ninth Ministerial Council in Bucharest (2001) decided to increase and promote co-operation among participating States in countering new security challenges, including providing advice or arranging for the provision of expert advice on requirements for effective policing 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. Subsequent OSCE Action Plans and Ministerial Council Decisions of the last seven years provided the OSCE executive structures with specific mandates and tasks focusing on distinctive issues/areas in the promotion of democratic policing and the fight against transnational organized crime and other new threats to security. A list of these Ministerial Decisions and Action Plans is attached in the Annex of this report.

In 2008, OSCE's police-related activities continued to increase mainly due to a number of new initiatives in the Southern Caucasus and Central Asia. While most of the long-running missions in South-Eastern Europe continued to downsize their police components – though

still facing challenges of recruiting qualified staff – a number of field presences in the Southern Caucasus and Central Asia slightly enlarged their staff of police practitioners.

This is the seventh report submitted in accordance with the mandate referred to on the title page, describing the police-related activities of the OSCE executive structures in compliance with the above mentioned Ministerial and Permanent Council Decisions and Action Plans. The report provides information about the activities of the OSCE Strategic Police Matters Unit, headed by the Senior Police Adviser to the OSCE Secretary General, as well as police-related activities of other thematic units in the Secretariat. Furthermore, the report gives an overview of the capacity and institution building activities undertaken by the OSCE field operations in support of their respective host-State governments. The OSCE Office for Democratic Institutions and Human Rights (ODIHR) Annual Report on Police-Related Activities for 2008 is attached to this report as an appendix.

A list of contact details of the OSCE executive structures that deal with policing issues is also attached as an appendix.

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2. ACTIVITIES OF THE STRATEGIC POLICE MATTERS UNIT

Background

The primary role of the Strategic Police Matters Unit (SPMU) is to provide police-related support to the OSCE Secretary General, the Chairman-in-Office, and upon their request, to the OSCE participating States. The SPMU's mission is to support policing in all OSCE participating States as part of the rule of law and fundamental democratic principles and, through assessment and expert advice, to contribute to the development of accountable police agencies that protect and serve the public. The SPMU's long-term goals aim to provide a democratic vision of policing for the whole OSCE region and put that vision to work by assisting OSCE participating States in police capacity and institution-building and improving police performance within the broader objective of strengthening national criminal justice systems. The vision will thus guide capacity-building aimed at creating competence to tackle new threats to security, including those emanating from organized crime and terrorism.

In 2008, the SPMU continued supporting the OSCE field operations in finding police experts registered in its POLIS Police Experts Database and in screening candidates who had applied for police-related positions in different OSCE field operations. A core objective of the SPMU in its support of the OSCE field operations is to accumulate information and guidance for use in preparation and planning of future police-related activities. In 2008, the SPMU, in close co-operation with the field operations thus embarked on extracting lessons learned from the OSCE engagement in policing. The comparative lessons learned study focused on the challenges the OSCE field operations in South-Eastern Europe faced during the last ten years while developing and implementing police reform programmes in the context of post-conflict rehabilitation activities in post-socialist states of transition. The findings of the study were based on the analysis of a number of documents, on discussions during two workshops with senior staff of the Law Enforcement Departments, and on a comprehensive written survey and a number of interviews in the framework of several field visits in South-Eastern Europe. The findings and recommendations of the resulting report *Implementation of Police-Related Programmes – Lessons Learned in South-Eastern Europe** were also shared with other thematic units in the Secretariat. Because of the success of the exercise, a similar activity is foreseen in the future in co-operation with the field operations in the Southern Caucasus.

On 29-30 October, the SPMU organized the annual co-ordination meeting of the Heads of the OSCE Law Enforcement Departments (LEDs). In addition to a review of the above-mentioned lessons learned report, the Heads of LEDs exchanged information and experiences about their activities in 2008 and the planned activities for 2009.

The SPMU's support of the field operations also included the provision of professional expertise on the drafts of police training-related proposals and projects for the OSCE field operations in Armenia, Georgia, Kazakhstan and Tajikistan.

Furthermore, the Senior Police Adviser and his staff provided expert advice and assistance to the participating States. High level meetings with the Ministers of Interior, Head/Directors of Police and Police Academies and directors of departments responsible for combating organized crime, terrorism, and trafficking in drugs and human beings were held during 2008.

* All books and workshop reports on events organized by the SPMU, which are mentioned in the Annual Report, can be downloaded from the POLIS digital library at: <http://polis.osce.org/library/>.

Development of Baseline Police Capacities

Throughout 2008, the SPMU continued promoting the objectives of democratic police services and forces in the participating States, focusing on: the importance of the police's commitment to the rule of law, policing ethics, and human rights standards; the essential nature of police accountability to the law and to the society the police serve; as well as the need for police co-operation with the communities, recognizing that effective policing requires partnership with the communities being served.

The SPMU assisted the participating States by developing policing concepts, best practices and guidelines which were disseminated throughout the region. 2008 witnessed the release of two publications on good policing practices: *Good Practices in Building Police-Public Partnerships* and *Good Practices in Basic Police Training - Curricula Aspects*. Both documents had been developed in close co-operation with police experts from the OSCE participating States, Institutions, field operations and partner organizations and became part of a series of key-publications, which aim at assisting participating States in developing baseline police capacities to be able to better comply with the requirements and obligations accepted by them by ratifying fundamental international legal instruments.

In order to operationalize these key-publications, the SPMU, in close co-operation with the Ministry of Internal Affairs (MIA) of the Republic of Kazakhstan and the OSCE Centre in Astana organized a regional roundtable meeting on the "Operationalization of the Guidebook on Democratic Policing" in Almaty on 13-14 November 2008. The roundtable, which was financed by Sweden, gathered 44 participants from eight countries (including Kazakhstan, Kyrgyzstan and Turkmenistan). The participants represented law enforcement agencies, ministries of justice and interior, prosecutors' offices, civil society organizations and OSCE executive structures (including the ODIHR). Discussions focused on "Use of Force: Arrest, Detention and Custody", "Public Order Management", and "Oversight Mechanisms". The event was funded by Sweden.

By the end of 2008, the *Guidebook on Democratic Policing* was available in six languages (Albanian, Arabic, Armenian, English, Russian and Serbian/Croatian/Bosnian). The Arabic version, which was translated by the Geneva Centre for the Democratic Control of Armed Forces (DCAF), is to be utilized for police training purposes even outside the OSCE area.

In 2008, the SPMU also started translating the Criminal Justice Assessment Toolkit into the Russian Language (with ExB funds by Belgium). The Toolkit had been produced by the UNODC and the OSCE in 2006. The availability of this toolkit in Russian will help professionals who are going to assess police and other parts of the criminal justice system in Russian speaking countries.

Upon request by Tajikistan, the SPMU, in close co-operation with the OSCE Office in Tajikistan conducted a two-week needs assessment mission and provided a (draft) police reform needs assessment report. The needs assessment focused on: the legal basis for policing in Tajikistan; the overall structure and efficiency of the police, management and administration; community policing; fight against trafficking in human beings; police training institutions and their curricula; and forensic capacities for criminal investigations. Based on the needs assessment, the SPMU conducted a week-long training course in December 2008 on investigating human trafficking crimes.

In the second half of 2008, the SPMU engaged in supporting police-related initiatives of the Ministry of Internal Affairs of Kazakhstan. The SPMU organized a needs assessment mission on developing a pilot community policing programme for Astana. The Unit also facilitated meetings between Kazakh officials and experts in the fields of police undercover operations, accountability and oversight.

During the year, the SPMU continued to provide its support to the OSCE field operations in their police training related activities. In particular, SPMU facilitated the implementation of a project that focused on modernizing the training curriculum at the Police Centre for Induction Training in Yerevan. Further changes to the Training Centre's curriculum have been proposed in line with the recently published OSCE booklet *Good Practices in Basic Police Training – Curricula Aspects*.

In order to improve the police educational system a joint Police/OSCE working group was set up under the agreement signed between the OSCE and the Armenian police on 27 November. The group has been tasked with drafting a strategy on police education reform in Armenia based on mutual trust and co-operation between the police and the public. The SPMU has been invited and intends to actively provide advice and support to the working group.

Required police training expertise as well as requested police training material were also provided within the framework of OSCE Police Assistance Programmes to Georgia, Azerbaijan and Kyrgyzstan.

Upon request by the office of the OSCE Project Co-ordinator in Uzbekistan, the SPMU assisted with organizing a training seminar at the Police Academy in Tashkent on modern teaching methods and provided international police training experts for this event.

A similar training seminar was organized by the OSCE Office in Minsk in co-operation with the SPMU and delivered in August 2008 to the senior training staff at the Belarusian Police Centre for Induction Training.

Through active communication with national police training institutions in the OSCE region, a number of national police training curricula and other training-related materials have been acquired with the aim of analyzing and compiling good practices.

Upon agreement with the Tajik Ministry of Interior the, SPMU formulated a special ExB-project "Train-to-Trainers on Basic Police Training for Police Trainers from Afghanistan". The project is intended to be implemented in 2009/2010 (subject of availability of funding).

Furthermore, the SPMU developed additional ExB-projects on "Training-To-Trainers" courses to Afghan Police Officers on Counter Narcotics" which are intended to be implemented in the course of 2009/2010 in co-operation with the Tajik Drug Control Agency, the Tajik Police Academy, and the Kazakh Police Academy.

In 2008, the SPMU continued to maintain professional co-operation at the police training field with international partner organizations. In particular, SPMU representatives have participated in a number of events organized by the European Police College (CEPOL), the US International Criminal Investigative Training Assistance Program (ICITAP), and the International Training Centre (ITC) and delivered presentations on OSCE police-related activities.

Organized Crime

The SPMU activities in support of fighting organized crime begin with recognition of the fact that efficient and effective criminal justice systems based on the rule of law form a prerequisite for combating organized crime. Specialist responses connected with security challenges must take place within the overall framework of a criminal justice system. Efficient and effective criminal justice systems can only be developed on the basis of the rule of law and the protection of human rights.

During 2008, the SPMU was very active in dealing with organized crime topics. This was in response to an OSCE Ministerial Council Decision (MC.DEC/5/06) that was adopted in

Brussels in December 2006 on organized crime. The Ministerial Decision tasked the Secretary General and the relevant OSCE executive structures with a number of activities. Among these were: highlighting the importance of criminal justice systems, building on and consolidating the existing knowledge and experience on criminal justice and organized crime and supporting and promoting international legal co-operation in criminal matters between participating States.

In its role as OSCE Central Contact Point on Organized Crime, the SPMU organized two cluster meetings in 2008. At the first meeting in May, representatives of the Office of the Secretary General and the relevant thematic units convened in the Secretariat to discuss the role of the central focal point. At the second cluster meeting in December 2008, which was held in the format of a five-day online conference, facilitated by SPMU's POLIS team, all focal points in the OSCE field operations, OSCE institutions and thematic units of the OSCE Secretariat had the opportunity to review the organized crime report, to learn about the planned Organized Crime Portal in POLIS and to share information about their foreseen anti-organized crime-related activities in 2009.

In 2008, the SPMU continued co-operating very closely with the United Nations Office on Drugs and Crime (UNODC). From 4-8 February, the UNODC invited a SPMU Police Affairs Officer to moderate two sessions at a UNODC Witness Protection Conference in Athens, Greece. The conference identified the main issues related to the effective protection of vulnerable and threatened witnesses in criminal proceedings involving organized crime in Southeast Europe and Caucasus regions.

On 7-9 April, the SPMU, in co-operation with the UNODC, hosted a major international workshop to assist the OSCE member States in the implementation of the *United Nations Convention against Transnational Organized Crime* (UNTOC) and its Protocols. The workshop on "Strengthening International Legal Co-operation among the OSCE Participating States to Combat Transnational Organized Crime" brought together over 70 experts from 24 countries and several international organizations. The event was funded by Belgium and Norway.

On 14-18 April, the SPMU represented the OSCE at the UN Commission on Crime Prevention & Criminal Justice Conference which was held in Vienna, Austria. The Commission's mandated priority areas are: international action to combat national and transnational crime, economic crime and money laundering, promoting the role of criminal law in protecting the environment, crime prevention in urban areas, and improving the efficiency and fairness of criminal justice administration systems. The meeting focused on world crime trends and responses.

On 22-23 May, the SPMU was invited to participate in the UNODC Expert meeting on Organized Crime in South Eastern Europe. The meeting was held in Vienna. The meeting involved discussions about law enforcement co-operation and capacity building and focused *inter alia* on the development of legal frameworks that would allow for efficient co-operation and the implementation of relevant UN Conventions; enhancing capacity for information exchange; specialized joint training; money laundering and asset recovery; and witness/victim protection.

On 9-11 July, the SPMU, in co-operation with the UNODC and the OSCE Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA), hosted a workshop for legal experts in Central Asia in Almaty, Kazakhstan. The goal of the workshop was to assist participating States in the region with the practical implementation of articles contained in the UNTOC. The event, which brought together 68 practitioners from the five Central Asian States, Afghanistan, Russia and the Ukraine, focused on the confiscation of criminal assets, combating money laundering and mutual legal assistance across borders. The event was funded by Norway and the USA.

One of the outcomes of the focus on organized crime by the 2006 Belgian OSCE Chairmanship was the SPMU being invited to continue to observe the sessions of the UNTOC's Conference of Parties (COP), its Steering Committee, and other groups related to facilitating the exchange of information and improving co-ordination of future technical assistance. On 7-17 October, the SPMU thus represented the OSCE at the UNTOC Conference of Parties meeting in Vienna. The SPMU's representative also participated as an expert adviser in the Technical Advisors meeting which was held as a side event.

In 2008, the SPMU also continued its support to the implementation of the Police Cooperation Convention for Southeast Europe. From 8-9 April, the SPMU therefore participated in an experts meeting in Vienna which focused on the implementation process. The Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the Austrian Ministry of the Interior, in co-operation with the Regional Cooperation Council (RCC) and the Southeast Europe Police Chief Association (SEPCA) have been fostering the implementation process. Europol, Interpol and the UNODC are also supporting parties of this process.

On 11-13 March, a SPMU Police Affairs Officer participated in a World Bank-OSCE OCEEA seminar on money laundering which was held in Vienna, Austria. The workshop brought together government experts in confiscation and asset recovery to discuss legislation and litigation in confiscation and asset recovery with a view towards identifying lessons learned and best practices. The objective of the meeting was to produce the outline for a best practices guide.

On 22-24 September, a SPMU Police Affairs Officer was invited as an expert participant to the Open-ended Intergovernmental Working Group on "Review of the Implementation of the UN Convention against Corruption". The meeting was held in Vienna. The Working Group reviewed activities undertaken thus far to collect and analyse information on possible methods of reviewing implementation of the treaty.

On 25-26 September, the SPMU participated in an EU Cybercrime experts meeting in Brussels, Belgium. The experts created a draft of EU recommendations for law enforcement co-operation with the private sector against cyber crime.

"Fighting the Threat of Cybercrime" was also the topic of the OSCE Annual Police Experts Meeting, which the SPMU hosted from 30-31 October in Vienna. The meeting brought together 76 participants from 27 countries.

Utilizing the Policing OnLine Information System (POLIS), the SPMU held the first OSCE Online workshop on "Countering the Sexual Exploitation of Children on the Internet" from 13-24 October. The workshop aimed to enhance the capacities of participating states in countering the sexual exploitation of children on the internet. Over 70 experts, representing 24 countries and several organizations, participated in the workshop. The event was funded by France and the USA.

Upon request by the Kazakh Ministry of Internal Affairs, the SPMU, from 5-7 November, facilitated the first contacts between Irish experts and the Kazakh MIA on "Undercover Operations" in Astana.

Illicit Drugs and Precursors

In response to Permanent Council Decision 758 on *Enhancing International Anti-Drug Co-operation (2006)*, the SPMU organized three drug conferences during 2008. The first was a regional workshop on "Enhancing Law Enforcement and Judicial Co-operation on the Balkan Drug Routes", held in Istanbul on 24-25 January. The event was put together with the help of the UNODC and the Turkish National Police. The workshop brought together over 60 law enforcement and judicial experts as well as representatives of international and regional organizations. The event was funded by Spain.

The second event was an expert conference on “International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors”, held in Vienna from 17-18 July. Over 141 experts from 39 countries registered for the event. The event was funded by Belgium, Japan, Norway and the Russian Federation.

The third conference, organized by the SPMU in 2008, was a regional workshop on “Cross-border Co-operation in Central Asia with Afghanistan to Combat Illicit Drugs Trafficking. Over 90 experts from 13 countries registered for the event, which took place in Tashkent on 20-21 November. The event was funded by Norway.

Furthermore, SPMU staff participated in a number of other drugs-related events. From 15-17 September, a SPMU Police Affairs Officer, upon invitation by the Collective Security Treaty Organization (CSTO), attended the starting phase of the “Operation CHANNEL 2008” in Moscow. The task of the SPMU member was to monitor the flow of the operation and to discuss with the leadership of CSTO further plans of mutual co-operation.

On 6-7 November, the SPMU participated in the Paris Pact Expert Round Table on “Financial Flows Linked to the Illicit Production and Trafficking of Afghan Opiates”. The expert level meeting was held at the UNODC in Vienna. The participants developed a *first draft action plan* which has been further circulated to Paris Pact Initiative members for comments or feedback.

The SPMU also continued its support of drug enforcement training for Afghan police personnel, which had started in 2006. From 28 October - 10 November, a group of 12 Afghan Police Officers from different federal and provincial drug-fighting branches were trained under the SPMU project on “Planning and Practical Executing of Different Drugs-Searching Operations”. The training was conducted at the facilities and by personnel of the International Drug Fighting Training Centre (IDFTC) of the All-Russian Advanced Police Academy in Moscow/Domodedovo.

In 2008, the SPMU, in co-operation with the SECI Centre also developed a *Controlled Delivery Manual for South-East European Countries*, which will be distributed to law enforcement and judicial authorities in 2009. The aim of the manual is to facilitate co-operation between the law enforcement agencies in South-Eastern Europe through providing contact details of relevant counterparts and legislative information.

Trafficking in Human Beings

On 14-15 May, the SPMU, in co-operation with the Office of the Special Representative for Combating Human Trafficking (OSR), the OSCE Project Co-ordinator in Uzbekistan, the UNODC, and Uzbek authorities, facilitated the organization of a regional workshop on “Promoting Law Enforcement and Judicial Co-operation among Source, Transit and Destination Countries to Combat Human Trafficking and Migrant Smuggling to and from Central Asia” in Tashkent. 80 participants included government representatives and experts from 11 countries as well as the OSCE and the UNODC. The event was funded by Norway.

On 30 May, a SPMU Police Affairs Officer trained NATO Armed Forces at the Austrian Centre for Operations Preparation in Gotzendorf, Austria. Military officers were trained on identifying the organized crime aspects linked to human trafficking investigations.

From 10-17 December, the SPMU, in co-operation with the OSCE Office in Tajikistan, facilitated a training on “Investigating Trafficking in Human Beings” for 20 investigators in the Organized Crime Department of the Police of Tajikistan and the Ministry of Interior in Tashkent. The training was provided by Lithuanian experts and based upon the findings of a needs assessment on criminal investigations capacity building, conducted in May 2008 in co-operation with the OSR.

Terrorism

The SPMU, in co-operation with the Action against Terrorism Unit (ATU) and the OSCE Project Co-ordinator in Uzbekistan, also organized a regional workshop on “Police and Inter-agency Co-operation in the Fight against Terrorism in Central Asia”. The workshop was held in Tashkent on 29-30 September. The event aimed at exploring and discussing ways to identify and improve co-operation among the main stakeholders in the Central Asia.

Policing Online Information System (polis.osce.org)

In 2008, the SPMU continued serving as the main collection point and central repository for OSCE police-related institutional knowledge, providing the platform for sharing information resulting from OSCE activities, from local initiatives and from development work of other international organizations and agencies.

The SPMU continued collecting and classifying police training materials that are available in the OSCE field operations in an effort to enrich the OSCE POLIS Digital Library and to make these police training materials available for other OSCE field operations and law enforcement agencies of the participating States.

In 2008, the number of documents in the Digital Library, both in English and Russian languages increased from 542 to 972 (179%); the number of registered users increased from 1,348 to 2,795 (207%); and downloads of document from the Digital Library increased from 60 to 84 per day in average. By the end of 2008, however, there were still 12 participating States which had not provided the SPMU with the authorization to publish their countries’ policing profiles, which is one of the most popular sections of the POLIS website.

Since the end of 2007, the number of policing experts registered in the Policing Experts Database increased from 242 to 390 (161%). The rate of new expert registration has stabilized at the average level of 12 per month. By the end of 2008, the SPMU completed the re-organization of the policing areas of expertise aiming to improve the quality of information contained in the experts’ profiles and, subsequently, the search results. As the experts will have to update their profiles in order to meet the new requirements – a decrease in number of experts available for consideration is expected in the first months of 2009.

In 2008, the SPMU POLIS team, in co-operation with the web team of the OSCE Secretariat’s Press and Public Information Section (PPIS) implemented and launched an online forum environment integrated within the POLIS website. In October 2008, this online forum platform was successfully utilized to conduct the first ever OSCE online workshop on “Countering Sexual Exploitation of Children on the Internet”.

The SPMU also facilitated translation of the POLIS interfaces into the French language. The French version of POLIS was launched in December 2008 with the aim to give French-speaking law enforcement professionals improved access to policing resources.

Furthermore, the SPMU POLIS team embarked on developing the Organized Crime Portal in POLIS, which will become a key pillar of the Unit’s efforts to facilitate the information sharing on anti-organized crime activities. It will contain relevant training curricula and publications, information on centres of excellence and courses on offer, national and model legislation, as well as a thematic events calendar and a section with links to related websites. The Portal will be operational in 2009.

Co-operation with other Internal and External Partners

The SPMU spared no efforts in co-operating and co-ordinating its activities with other OSCE executive structures, NGOs and regional and international organizations. In fact, all the activities required internal or external co-operation and co-ordination, in an endeavor to avoid duplications and to bring added value. The Unit co-operated with and organized a number of

needs assessments/fact finding missions, workshops, conferences, meetings and training detailed in this document, always involving other partners.

The preparation and implementation of activities related to organized crime, trafficking in human beings and drugs entailed co-ordination and co-operation with many partner organizations, such as: the UNODC; INTERPOL; EUROPOL; EUROJUST; EC Commission; the International Organisation for Migration (IOM); the International Centre for Migration Policy Development (ICMPD); the International Centre for Missing & Exploited Children (ICMEC); the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA); the International Narcotics Control Board (INCB); the SECI Center; the CSTO; the Shanghai Cooperation Organization (SCO); the Conference on Interaction and Confidence Building Measures in Asia (CICA); the US Drug Enforcement Administration (DEA); the UK Serious Organised Crime Agency (SOCA); the EU Border Management (BOMCA) and Drug Action (CADAP) Programmes in Central Asia; the World Customs Organization (WCO); the Financial Action Task Force (FATF); and the SEPCA.

Other activities, principally related to police development, have involved co-operation with institutions and organizations such as: the United Nations Department of Peacekeeping Operations (UNDPKO); the ODIHR; the HCNM; the Council of Europe; CEPOL; the International Network to Promote the Rule of Law (INPROL); DCAF; the ITC; and a number of NGOs.

In addition, the SPMU co-ordinated the above-mentioned activities with the respective thematic units in the Secretariat and, according to the subject of the activity, principally with the OSR, OCEEA, ATU and the CPC. The co-ordination, co-operation and mutual support with the OSCE field operations, and in particular with their Law Enforcement Departments, has been the cornerstone for the accomplishment of the objectives.

Finally, the SPMU has to underline the co-operation of the hosting authorities in the OSCE participating States and the support of implementing partners, such as the International Drug Fighting Training Centre (IDFTC) of the All-Russian Advanced Police Academy in Moscow (Domodedovo).

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3. POLICE-RELATED ACTIVITIES OF THEMATIC UNITS

The Action against Terrorism Unit

Background

OSCE principles regarding terrorism prevention are framed by several founding documents. One of the more important among these is the '*Plan of Action for Combating Terrorism*', which was adopted at the OSCE Ministerial Council meeting in Bucharest in 2001 and marked the Organization's initial entry into the area of counter-terrorism. The Bucharest Plan of Action established a framework for comprehensive OSCE measures by participating States and the Organization, as a way to effectively address the then emerging terrorist threat.

Another key policy document is the '*OSCE Charter on Preventing and Combating Terrorism*', which was adopted at the Porto Ministerial Council meeting in 2002. This document further strengthened the Organization's anti-terrorism regime, calling on all OSCE participating States, bodies and institutions to continue, on an urgent basis, the implementation of the Bucharest commitments while at the same time fully respecting international law, including international human rights law, refugee law and humanitarian law.

The OSCE Action against Terrorism Unit (ATU), established in the OSCE Secretariat in 2002, serves as the focal point for anti-terrorism co-ordination and liaison within the OSCE. In this role, and by a decision of the 2003 Maastricht Ministerial Council, the ATU is mandated to co-ordinate and facilitate OSCE counter-terrorism activities, including capacity-building assistance programmes, training, and contingency-preparedness workshops, with attention to effectively utilizing resources and averting duplication. The following ATU activities in 2008 touch upon or otherwise relate to police aspects of countering terrorism.

Supporting and Promoting the International Legal Framework against Terrorism

In the Bucharest Plan of Action referred to above, OSCE participating States noted that "*many effective counter-terrorism measures fall into areas in which the OSCE is already active and proficient, such as police training and monitoring, legislative and judicial reform, and border monitoring.*" Thus, most of the Unit's work aimed at counter-terrorism capacity building contributes at the same time to increased efficiency of the criminal justice systems of participating States. This goes in line with the close connection between terrorism and transnational organized crime noted by participating States on a number of occasions.

Through a series of sub-regional and national workshops co-organized by the ATU and the UNODC, harmonization of national legislation with international legal instruments is promoted. Among such workshops held in the course of 2008, in which the ATU played a role was a sub-regional workshop in Minsk for CIS countries on criminal law aspects of countering nuclear, chemical and biological terrorism in the light of relevant universal instruments (January 2008) as well as a national workshop on the criminal law aspects of the universal legal framework against nuclear terrorism, held in Belgrade (February 2008).

Adjusting national legislation to international obligations assumed by participating States under universal anti-terrorism conventions is a necessary pre-requisite for addressing terrorism as a crime, which it is, and therefore involving police in countering it. To this end, the ATU participated in preparing terrorism-related amendments to the Model Criminal Code of the CIS and participated in two meetings of the CIS Inter-Parliamentary Assembly Working Group on this subject in St. Petersburg (March and September 2008).

Furthermore, the ATU worked on a joint proposal with the UNODC and the Council of Europe (CoE) to introduce terrorism-related amendments to the Criminal Code of Montenegro and organized with this purpose a national legislative drafting workshop in Podgorica (December 2008).

Enhancing International Legal Co-operation in Criminal Matters Related to Terrorism

Legislative implementation of the international legal framework against terrorism is closely linked with ATU efforts to enhance international co-operation in the OSCE area in criminal matters related to terrorism, including police co-operation. The mandate to carry out this work is based on the Ministerial Council Decision No. 4/05 on enhancing legal co-operation in criminal matters to counter terrorism. In 2008 the ATU organized two events on this subject.

In May 2008, in co-operation with UNODC and CoE, a national workshop was organized in Ankara for prosecutors, judges and police officers of Turkey on co-operation in criminal matters, in particular drafting requests of extradition and mutual legal assistance.

In November 2008, the ATU co-organized with UNODC a sub-regional workshop for Central and South-Eastern Europe on co-operation against terrorism and organized crime, which was held in Budapest and represented the third workshop in as many years for this sub-region. Apart from usual aspects of international co-operation in criminal matters and promotion of UNODC assistance tools, including the Mutual Legal Assistance Request Writer Tool software, the workshop had an additional focus on nuclear terrorism and co-operation between forensic laboratories in particular in criminal cases against breach of nuclear/radioactive security and safety.

Travel Document Security

In the Bucharest Plan of Action, the OSCE participating States also agreed *“to prevent the movement of terrorist individuals or groups through effective border controls and controls of issuance of identity papers and travel documents, as well as through measures for ensuring the security of identity papers and travel documents and preventing their counterfeiting, forgery and fraudulent use.”* This mandate served as the basis for the formation of the Unit’s Travel Document Security (TDS) Programme which has since then been complemented by commitments in Ministerial Decisions taken in Maastricht, Sofia and Brussels.

Improving travel document security offers three strong elements of added value towards police work, particularly border police, by addressing in one envelope concerns of terrorism, trafficking and organized crime. In the framework of the TDS Programme, the ATU has organized 25 capacity building events in the OSCE region since 2003. These have been mainly organized in co-operation with the International Civil Aviation Organization (ICAO) and Interpol. 2008 also saw a strengthened co-operation with the International Organization for Migration (IOM).

In 2008, the ATU organized a national high-level seminar in Banja Luka (October 2008), supporting the introduction of a new travel document in Bosnia and Herzegovina. The seminar focused on specific national needs concerning handling and issuance, new document technology, and connection to Interpol databases. To help improve capacities of border police and customs officials, the ATU also organized three intensive train-the-trainers courses in Podgorica (February-March 2008), Ashgabat (September 2008) and Bishkek (December 2008) on *“Increasing Operational Awareness to Detect Forged Documents.”*

Furthermore, an I-24/7 *“Regional Training Course for South East Europe”* was held in Banja Luka (June 2008) in co-operation with Interpol. An expert assessment concerning extended access control and interoperability of data at border control was held in the Former Yugoslav Republic of Macedonia (July 2008). In Kyrgyzstan, experts from the Lithuanian Ministry of the

Interior conducted an assessment of the handling and issuance of Kyrgyz travel documents (September 2008).

Other important activities related to travel document security included Interpol/OSCE needs assessment visits to Kyrgyzstan and Tajikistan to determine the feasibility of providing border control points with connection to Interpol's Stolen and Lost Travel Documents (SLTD) database in Lyon, which allows border police to verify travel documents in real-time. Following a similar needs assessment visit to Moldova in 2007, the ATU is currently procuring computer equipment and passport readers for Moldovan border control points, linking these in real-time with the SLTD database via the Interpol National Central Bureau in Chisinau.

Internal and external co-ordination of law enforcement and counter-terrorism related activities

Recognizing that terrorism is a form of criminal activity and taking into account the important role that police can and should therefore play in the fight against terrorism, the ATU provides input to SPMU's programme activities insofar as they are related to law enforcement aspects of counter-terrorism. Such co-ordination is also conducted in the area of combating organized crime and drugs trafficking, to the extent such a criminal-terrorist network exists.

In 2008, this included ATU participation in the cluster meetings on organized crime, which were organized by the SPMU and chaired by the Secretary General or his designee. Furthermore, in implementing MC.DEC/4/07 on *OSCE Engagement with Afghanistan*, the ATU co-operated and co-ordinated with the OS/Borders Team during 2008 with regard to the project on the establishment of a border management staff college in Dushanbe, within the framework of the Afghanistan Working Group.

Additionally, the ATU co-operated closely with the SPMU and the Uzbek authorities during the year in organizing a regional workshop on police and inter-agency co-operation in the fight against terrorism in Central Asia (see p. 18).

The ATU and the SPMU also co-operated on issues regarding the criminal use of the Internet either for terrorist purposes (ATU lead) or better law enforcement response to criminal activities committed in cyberspace (SPMU lead). In this regard, the ATU participated in the co-ordination meetings of the SPMU concerning the Annual Police Experts Meeting on 'Fighting the Threat of Cyber Crime', which took place in October 2008, and advised on legislation issues with regard to protecting cyber space from crime and terrorism.

As mentioned above, Interpol has been one of the Unit's main partners in its programme on enhancing travel document security. Additionally, the OSCE, through ATU, continued to enjoy observer status in Interpol's *Project Kalkan*. This project, which brings together more than 70 Interpol member states, focuses on addressing the terrorist threat emanating from Central Asia and neighbouring countries. In May 2008, the ATU participated in the 4th operational working group meeting, held in Tehran, Iran. The meeting gathered around 60 participants from a total of 29 countries who exchanged information and best practices on on-going and recently concluded terrorism cases.

Upon invitation by the Organized Crime and Corruption Reporting Project, a joint programme of a number of NGOs for investigative reporting as well as independent journalists based in South-Eastern Europe, Eastern Europe and South Caucasus, the ATU also co-organized and co-funded a regional workshop for practitioners from journalism and law enforcement, entitled 'Finding Common Ground – Investigative Reporting and Law Enforcement in the Areas of Terrorism, Organized Crime and Corruption'. The workshop, which was held in Istanbul in June 2008 and gathered approximately 40 participants from various participating States, aimed at fostering increased communication and understanding between both professions on issues pertaining to the investigation of and reporting on organized crime and terrorism.

The facilitation of exchange between law enforcement officials and journalists further adds visibility to OSCE efforts to involve the private sector, including the media, in OSCE counter-terrorism activities whenever possible, in line with the Ministerial Council Decision No. 5/07 on Public-Private Partnerships in Countering Terrorism and, more recently, the Ministerial Council Decision No. 10/08 on Further Promoting the OSCE's Action in Countering Terrorism.

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The Gender Section

Background

The Gender Section in the Office of the Secretary General acts within the framework provided in MC.DEC14/04, the *OSCE Action Plan for the Promotion of Gender Equality*, MC.DEC/15/05 on *Preventing and Combating Violence against Women*, and MC.DEC/14/05 on *Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation*.

Men and women do have different needs, experiences and concerns in relation to security. Thus, the integration of a comprehensive perspective, from women and men, in the police work, is a requirement *sine qua non* to achieve security for all. The Gender Section strives to support OSCE in this task by providing adequate tools and technical advice, building capacity of relevant staff, encouraging cross-learning around good practices and monitoring.

The following Gender Section's activities touch upon or otherwise relate to the integration of a gender perspective in police work.

Inclusion of Gender Aspects in the Secretariat's work

The Gender Section has provided continuous assistance to integrate a gender perspective in police related activities in the Secretariat. During the senior management retreat in 2008 a presentation and a debate on including gender aspects to "thematic clusters" was prompted by the Senior Adviser on Gender Issues. The idea debated suggests focusing OSCE's gender efforts on specific thematic fields, one of them being the police work - for increased impact and added value.

The Gender Section also contributed to the drafting of SPMU's publications *Good Practices in Basic Police Training – Curricula Aspects*, and *Good Practices in Building Police-Public Partnerships* by reviewing the documents and suggesting different gender aspects to be integrated throughout the text.

SPMU's gender focal point is an active member of the Secretariat's focal points for gender issues. She attends gender trainings as well as the monitoring and annual GFP meetings.

Gender needs assessment in Police-Public Partnership in Azerbaijan

The OSCE Office in Baku decided to use the opportunity to receive support in mainstreaming gender within the Thematic Initiative the Gender Section launched in February 2008. This initiative offers support in mainstreaming gender into projects and programmes of the first and second dimensions.

The city of Mingechevir was the first pilot site for the policing programme run with support of the OSCE Baku office to establish police-public partnerships. An extension to a total of 10 sites in 2009 across Azerbaijan is planned. The project staff in Mingechevir had managed to establish excellent working relations with the local police, set-up community advisory groups, conduct regular neighbourhood meetings and support the police in media outreach activities. However, men's and women's security concerns and needs of the community had not been taken into account when planning and implementing the project.

In order to mainstream gender into the ongoing project, the Gender Section provided expertise for a gender needs assessment and the development of a gender action plan. The gender needs assessment showed that men and women have different security concerns. Whereas men face most security threats at the workplace due to missing contracts or non-implementation of security regulations, women face most threats in the private sphere at home due to domestic violence. However, all participants identified sexual abuse as a major concern both for boys and girls.

The results of this initiative were:

- A gender action plan was developed with concrete recommendations for gender mainstreaming activities in the ongoing policing project in Mingechevir, and the community policing programme for 2009 as well as recommendations for interventions at the state level. All recommendations give concrete objectives, describe the activities and define indicators for success.
- The participants of a community workshop held in Mingechevir agreed to set-up joint police-community working groups on 4 priority areas: domestic violence, sexual abuse of boys and girls, early (forced) marriage and access to information on legal rights and psychological support.
- The Ministry of Interior published vacancies for police recruits, for the first time encouraging women to apply.
- A multi-agency approach for future capacity building activities (study tours, training) is being discussed.

A summary of this experience by the Baku office has been forwarded to SPMU.

Factsheet on "Integrating a gender approach into Police Public Partnerships"

A factsheet on *Integrating a Gender Approach into Police Public Partnerships* has been developed by the Gender Section with SPMU participation. It aims at supporting OSCE staff implementing police-public partnerships' projects by providing guidance to policy makers and practitioners from OSCE participating States for integrating a gender approach into community policing work.

The factsheet covers basic concepts as well as concrete steps on how to integrate a gender perspective into all steps of the project cycle: needs assessment, project planning, project development, implementation, monitoring and evaluation. It can be found at: www.osce.org/gender/item_11_36581.html.

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The Office of the Co-ordinator of Economic and Environmental Activities

Background

Within the framework of its mandate aimed at combating corruption, money laundering, terrorist financing and organized crime, the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) has been co-operating very closely with other units of the OSCE Secretariat, in particular the SPMU and the ATU.

Border Policing

In 2008, the OCEEA started the development of a *Handbook of Best Practices at Border Crossings*. The handbook is being developed in co-operation with the United Nations Economic Commission for Europe (UNECE), with the support of the CPC/OS Borders Team, the ATU and other relevant units within the OSCE Secretariat. As part of the preparatory framework, the OCEEA held two regional preparatory meetings in Minsk and Bishkek in October 2008. Both aimed at collecting relevant input from both Border Guard/Police as well as Customs officials from across the region. Upon its publication in spring 2009, the handbook will be distributed to the Permanent Delegations to the OSCE in Vienna as well as OSCE field presences after which a number of capacity building workshops for relevant authorities, based on the handbook, could be held.

Organized Crime

On 5 March, the OCEEA, in co-operation with the World Bank, UNODC, the International Monetary Fund and the Eurasian Group on Combating Money Laundering and Terrorist Financing organized a national workshop on “Combating Money Laundering and Financing of Terrorism” in Ashgabad.

On 3-4 July, the OCEEA, in co-operation with the Global Programme Against Money Laundering (GPML) of UNODC, organized a regional workshop on “Combating Money Laundering” for judges from Central, South-Eastern and Eastern Europe in Vienna.

The OCEEA also worked closely with the SPMU, the OSCE Centre in Astana and the UNODC in the organization of a workshop on “Confiscating Criminal Assets, Combating Money Laundering and International Mutual Legal Assistance” for officials from Central Asia, Russia and Ukraine, which was held in Almaty from 9-11 July.

On 18-19 September, the OCEEA, in co-operation with UNODC and the government of the Republic of Cyprus, organized a regional meeting for officials from the Mediterranean region on “Combating both Money Laundering and Trafficking in Human Beings”, with a special focus on how to enhance mechanisms for the prevention and how to improve inter-agency coordination and international co-operation in Larnaca.

On 1-3 October, the OCEEA, in co-operation with the Financial Integrity Network (FIN) and the Council of Europe, organized an international seminar on combating terrorist financing for investigators, prosecutors, FIU experts and other officials from OSCE countries in the Swiss town of Davos.

On 13-14 October and 24-26 November, the OSCE Mission to Montenegro, in co-operation with the OCEEA, organized two national workshops on “Combating Money Laundering” for the national Financial Intelligence Unit, the National Bank, banks and reporting institutions in Becici and Kolasin. The events focused on internal control, risk analysis, politically exposed people and reporting.

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

Background

Trafficking in human beings is a serious crime against an individual which entails violations of the whole spectrum of human rights and fundamental freedoms, undermines human dignity and integrity, and poses a real threat to human security. The OSCE, which is well known for its concept of common and comprehensive security, pursues a coherent, victim-centred and human rights-based approach to the fight against human trafficking. Placing human rights of the victim into the core of all result-oriented anti-trafficking activities, be it in the areas of prevention, protection, or prosecution, has proven to be most efficient in the fight against modern slavery, and the OSCE fully supports the participating States and its relevant bodies in their efforts to eradicate all forms of trafficking and provide adequate assistance and protection to the ones who fell into the trap of THB – women, men, and children, in the countries of origin, transit and destination.

Police and their various units are among the front-line actors when it comes to stopping the crime as such, identifying its victims and immediately protecting them on the spot, and this mission, if duly accomplished, is crucial to the successful prosecution of each THB case, and to the rescue and restoration of the rights of trafficked persons. It is impossible to overestimate the role of the police as often being the first State authority to be met by severely traumatized victims. These first contacts may either do their best to establish the relationship of trust between the police and the victim, and give hope for his/her future co-operation with the law enforcement, or completely ruin this perspective. The existing practice, though with certain progress achieved, causes reasonable concern. Too few victims are identified out of millions, and too few criminals end up in prison. The ones captured and prosecuted usually belong to the category of lower level “middle-men”, while the top criminal figures enjoy impunity.

For this particular reason the Office of the Special Representative and Co-ordinator for Combating THB (OSR) pays considerable attention to facilitating awareness raising of the police, promoting the human rights-based approach, calling for better co-operation between the law enforcement and the civil society institutions, especially NGOs – the main service providers for the THB victims. The Ministerial Mandate calls upon the Special Representative (SR) to “raise public and political profile of the combat against trafficking in human beings”. This is achieved through a wide range of initiatives, including high-level events aimed at promoting the implementation of the OSCE commitments, sustained and continued dialogue with the participating States through bilateral meetings with delegations and senior officials in the participating States and in the Human Dimension Committee; contributions to national and regional conferences and experts’ meetings; and the constant promotion of the OSCE anti-trafficking work. The OSR advocates for the establishment of the National Referral Mechanism (NRM) whenever possible, especially on high level country visits. The OSR co-ordinates with and supports the efforts of the ODIHR (which developed the first NRM handbook, established NRMs and assessed the actual implementation in several OSCE participating States to date) in this important area. Whatever forms it takes, the police-related component in the work of the SR remains high-up in her agenda and in the work of the Office, which closely co-operates with the SPMU on a regular basis and whenever possible. The following OSR activities touch upon or otherwise relate to police aspects of countering THB.

Supporting and Promoting the International Legal Framework Against Human Trafficking

The *OSCE Action Plan to Combat Trafficking in Human Beings* (2003), as well as relevant anti-trafficking Ministerial Decisions, starting from 2000, call upon the OSCE participating States to sign and ratify the *UN Convention against Transnational Organized Crime* and the

Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UNTOC, as the main legally binding international instrument. In line with the Convention (Art.32), as well as the decisions taken by the Conference of Parties to the Convention, the SR supports the efforts of the participating States to consider the basic adaptation of the national legislation in accordance with the Trafficking in Persons Protocol; commencement of the examination of criminalization legislation and difficulties encountered in the implementation of Art. 5 of the *Trafficking in Persons Protocol*; enhancing international co-operation and developing technical assistance to overcome these difficulties, and other provisions. The SR continuously calls on the participating States which have not yet done so, to sign and ratify this leading international instrument. It was well noted that countries, for example, Kazakhstan and Uzbekistan, joined the Convention and its Supplementing Protocols in 2008, and took measures to develop their national legislation and coordinating structures accordingly.

The *Council of Europe Convention on Action against Trafficking in Human Beings* is another legally binding instrument (enacted in February 2008) which, where appropriate, provides for human rights-based approach in the fight against THB. By the end of 2008, 20 participating States had ratified the Convention and 20 more had signed it. Its implementation by the CoE member States will ensure better State protection and prosecution, as well as full respect for the human rights of trafficked persons (the Convention is open for signature to the countries which are non-members of the CoE as well). The SR has been promoting the Convention, where relevant, as the regional treaty focused on the rights of the victims.

Adjusting national legislation to international obligations assumed by participating States remains a necessary pre-requisite for addressing THB as a crime, and therefore involving police in countering it. For example, the adoption of the *Law On Combating THB* in Uzbekistan, supported by the establishment of co-ordinating bodies and the elaboration of the *National Action Plan*, led to a considerable increase in the number of criminal cases and successful prosecutions. The OSR, through a series of sub-regional and national workshops, which were co-organized together with the SPMU, OCEEA and the UNODC, promoted the harmonization of national legislations with international legal instruments.

Enhancing International Legal Co-operation in Criminal Matters Related to THB

Legislative implementation of the international legal framework against THB is closely linked with the OSR's efforts to enhance international co-operation in the OSCE area in criminal matters related to human trafficking, including police co-operation in this regard. In 2008, the OSR, in co-operation with the SPMU and UNODC, co-organized a workshop in Tashkent on "Promoting Law Enforcement and Judicial Co-operation among Source, Transit and Destination Countries to Combat Human Trafficking and Migrant Smuggling to and from Central Asia" (see p. 17)

Other important events which had a component of police-related issues included a "Regional Meeting on Combating Human Trafficking and Money Laundering in the Mediterranean Rim Region" (see p. 25).

The main OSR event in 2008, a high-level "Helsinki Conference on Successful Prosecution of THB: Challenges and Good Practices", was initiated by the Finnish Chairmanship and co-organized by the SR and the CiO (10-11 September 2008). The forum brought together prosecutors, judges, police experts, and other law enforcement representatives, including Europol. The SPMU also actively participated. The Conference resulted in a number of recommendations, which at a later stage, led to the elaboration and adoption of the Helsinki Ministerial Decision on *Criminal Justice Response to Human Trafficking*.

The OSR participated in the SPMU Online workshop "Countering the Sexual Exploitation of Children on the Internet" and the SR was interviewed on video as an opening speaker.

Bilateral Contacts, Training

The Special Representative used every opportunity to develop fruitful dialogue on police-related issues when visiting the participating States and talking to the high-level governmental officials. Such visits and consultations (for example, to Belarus (9-10 April), Azerbaijan (16-18 June), Spain (23-27 June), and Romania (26 September - 2 October)) by OSR representatives, as well as bilateral contacts in the course of anti-trafficking events in Vienna and other capitals, served to catalyze better assistance to the victims of THB and humane treatment by the relevant State institutions, as well as led to the development of various forms of assistance provided by the OSCE to the participating States. For example, contacts with Belarus resulted in the joint participation of the OSR, the ODIHR and the SPMU in anti-trafficking training of CIS officials (police and migration officers) at the CIS International Training Centre on Migration and Combating THB (Minsk, May 2008).

A good example of bilateral co-operation and co-ordination with the SPMU in Central Asia was the joint training needs assessment mission on the police criminal investigation on THB crime in Tajikistan (February 2008). The THB part was a segment of a wider SPMU Police Reform Needs Assessment for the Tajik Ministry of Interior, aimed at capacity building for the law enforcement and efficient prosecution of THB in this country.

The OSR also contributed with a module on THB to a training programme for Border Guards on Increasing Operational Awareness on Detecting Forged Documents, which was organized by the OSCE ATU in Montenegro; to the seminar "A Comprehensive Approach to Border Security and Management in the OSCE Area", organized by the Finnish Chairmanship (October 2008); and to the FRONTEX conference (Warsaw, November 2008) on the similar topic.

Internal and External Co-ordination of Law Enforcement and Counter-THB-Related Activities

The OSR closely internally co-operated with the SPMU, the Border Unit of the CPC, and the ATU, using the framework of the annual meeting of anti-trafficking Focal Points, as well as regular and frequent working meetings.

Externally, the Alliance against Trafficking in Persons remains the valuable framework for co-operation and co-ordination with the main international organizations, including Interpol, Europol, Eurojust, CIS Executive Committee, and other organizations and bodies responsible for the police-related dimension in combating THB.

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4. POLICE-RELATED ACTIVITIES OF FIELD OPERATIONS*

SOUTH-EASTERN EUROPE

The OSCE Presence in Albania

Background

The Security Co-operation Department (SCD) of the OSCE Presence in Albania (PiA) assists the police, in particular in the training of the Border and Migration Police, within a co-ordinated framework with other international actors in the field and liaises with security related ministries and the Albanian State Police and the military.

The Department actively participates in the International Consortium, the main forum for co-ordinating criminal justice and police assistance, including programmes to combat trafficking and organized crime. It provides technical support on relevant legislation and official strategies and co-ordinates future activities among participating organizations and government agencies.

In 2008, the SCD engaged three international staff members and three national staff members for police assistance project work.

Legislative Support and Institutional Reform Assistance

The OSCE PiA's Rule of Law Department assisted the host state in drafting the new law on the *Protection of Witnesses and Collaborators of Justice* and secondary legislation.

Training and other Capacity-building Activities

During June and July 2008, the OSCE PiA's Rule of Law Department provided training to 120 police officers from Anti-Trafficking Police and Border Police from all Regional Police Directorates on issues related to the interviewing, identification, referral and protection of victims of trafficking.

Furthermore, the Presence funded the establishment of a database on trafficking cases, managed by the Office of the National Co-ordinator on Combating Trafficking in Human Beings. Under this project, six computers were donated respectively to the Ministry of Interior, Ministry of Labour, Social Affairs and Equal Opportunities, and the Ministry of Foreign Affairs. The PiA also funded the creation of the database software.

In addition, the Presence has been implementing a project to connect and support the operation of video conferencing equipment in the facilities of the Physical Protection Unit within the Albanian Directorate for the Protection of Witnesses and Justice Collaborators.

* The responsibility for implementation of police development projects and programmes rests with Heads of respective field operations in their capacity of Fund Managers, guided by their respective mandates, agreements and/or MoUs with the host countries. The staff of the Strategic Police Matters Unit supports them by standing ready to conduct the pre-requisite needs assessment and contributing expertise to project/programme formulation and implementation.

The OSCE PiA assisted the host county in translating and publishing of the *Standards of the Social Care for Trafficked Persons or Persons at Risk of Trafficking in the Residential Centres*, and of the *National Anti-Trafficking Strategy for 2008-2010*.

The Presence also supported the drafting and publishing of the *Manual on the Anti-Trafficking Capacity Building of Law-Enforcement Agencies*, and of a *Handbook on the Role of the Service Provider in the Protection of Victims of Trafficking*.

In July 2008, the Presence, in close co-operation with ICITAP Albania organized a regional Balkan Police Training Leadership Conference, gathering participants from Albania, Montenegro, Serbia, the Former Yugoslav Republic of Macedonia and Kosovo/UNMIK.

Again, in close co-operation with ICITAP, the SCD organized the first "Leadership Assessment Centre" training at the Albanian Police Academy with participants from Albania, Montenegro and the Former Yugoslav Republic of Macedonia. As a result of this training the Albanian State Police organized in the end of 2008 the first "Promotion Process", which was monitored by international missions, including the OSCE PiA.

The SCD assisted the Albanian State Police by translating and distributing SPMU documents on democratic policing and police-public partnerships.

Border and Migration Police

In 2008, the SCD continued the assistance to the government authorities, in particular the Border and Migration Police Directorates at central and regional level, with Joint Border Co-operation Meetings (JBCMs). The meetings brought together representatives from Albania, Kosovo/UNMIK, the Former Yugoslav Republic of Macedonia, Montenegro, Italy and Greece.

In 2008, the Department also assisted the Ministry of Interior with the preparation of the agreement and respective protocols on *Trans-Border Co-operation* between Albania and Montenegro.

In the framework of the European CARDS programme for Albania, the European Delegation in Albania is constructing a new Joint Border Crossing Point (JBCP) between Albania and Montenegro at Muriqan/Sukobin. This JBCP will be the first of its kind in Albania and the neighbouring countries. To facilitate the process, SCD organized joint training on operational procedures at the new JBCP and on joint patrolling along these State borders. Police officers from both countries participated in the training and observers from the Former Yugoslav Republic of Macedonia attended as observers. In addition, the SCD organized and participated in a joint study tour for the agencies involved in a similar JBCP at the border between Bulgaria and Romania.

In 2008 the Department carried out a project to strengthen secondary language skills for some 250 Albanian Border and Migration Police officers at five sites (Kukes, Shkodra, Korca, Durres and Tirana, including Rinas International Airport).

Furthermore, training for Border and Migration Police and Customs officers was provided in the Kukes area on the use of sophisticated equipment for vehicle search at the State borders between Albania and Kosovo/UNMIK.

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The OSCE Mission in Kosovo

Background

The OSCE Mission in Kosovo, the largest OSCE field operation, forms a distinct component of the United Nations Interim Administration.* It is mandated with institution- and democracy-building and promoting human rights and the rule of law. In 1999, the OSCE was mandated with training the new police service that was to uphold human rights and democratic policing principles. To do so, The Mission's Department of Police Education and Development (DPED) created an institution - the Kosovo Police Service School (KPSS) - that in 2006, evolved into the Kosovo Centre for Public Safety Education and Development (KCPSED). In order to better reflect the broader context of its programmes with justice, safety and security sector development, the DPED itself became the Department for Security and Public Safety (DSPS) in 2006 and remained as such throughout 2007. In 2008, the Department was renamed the Department for Public Safety (DPS).

2008 has been an especially challenging time for the Department, mostly due to the serious understaffing conditions faced throughout the year, but also due to the political and institutional changes affecting the reality on the ground.

The Department initiated the year with 51 staff members (16 internationals, 35 locals), decreasing to 44 in December 2008 (13 internationals, 31 locals), thus not having more than 47% of the staff budgeted for, throughout the whole year. This happened due to the difficulties in receiving secondments of qualified candidates to join the Department. However, more candidates are expected to be proposed for the new vacancies in the 2009 staffing table.

Nevertheless, and notwithstanding the above-mentioned difficulties, the Department displayed great dynamism and implemented a significant number of projects and activities. To illustrate this, from a total budget on January 1st 2008 of 210.000 EUR, the Department ended the year spending 363.000 EUR only in projects (non-staff costs). This was possible by transferring money in the Department's budget from staff costs to non-staff costs.

Kosovo Centre for Public Safety Education and Development (KCPSED)

In 2008, the KCPSED was fully operated by Kosovo civil servants under the local Acting Director of the KCPSED. 2008 was the first full year that the KCPSED was consistently used as a training centre by all of the Public Safety Agencies (Police, Customs, Corrections and Department for Emergency Management/Fire and Rescue), with each primary agency having their offices and training co-ordinators therein.

The Department, in co-operation with international donors and the KCPSED, hosted numerous bilateral training courses for public safety agencies, focusing on the capacity building of operational managers in the field of organized crime and trans-border crime to outline international best practice. These programmes are part of an OSCE strategy to engage closer in these fields and facilitate relationships amongst local and international operational managers.

Also, the Department continued supporting the KCPSED Section in charge of the Accreditation and Certification process to convert the KCPSED into a Public Safety higher education institution. In 2008, Education Advisers and consultants from the Department produced the first holistic assessment into this question. The Mission projected the creation of a self-report which has been sent to the independent company "Agency for Quality

* All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government/UNMIK.

Assurance through the Accreditation of Study Programme” (AQAS) to produce an independent study for accreditation and certification. KCPSED has received the final report from AQAS and has been working closely with the Department, the Ministry of Internal Affairs and the Ministry of Education, Science and Technology to achieve the benchmarks that have been identified.

The Department further supported the establishment of the Kosovo Board for Public Safety Standards and Education by preparing a board manual for future board members. This has to be seen as the very first step in the entire development of this crucial institution.

Community Safety Development

In 2008, the Department, supported by ICITAP, strengthened its commitments in the field of Community Policing. The Community Safety Action Teams (CSATs) experienced key achievements in the fields of traffic safety, environmental conditions and local safety, inter-ethnic co-operation in local communities, and particularly in further strengthening the relationship between the police and the local communities throughout Kosovo.

In 2008 Community Safety Action Teams (CSATs) were established and trained in four additional municipalities, resulting in a total of 22 CSATs. The new CSATs addressed local problems in their communities including: human trafficking, traffic safety, environmental clean-ups, truancy, drugs in schools, border crimes, and hooliganism. Eighteen existing CSATs were trained as facilitators/trainers (totaling 60 such trainers). All CSATs trainers are an integral part of the capacity-building work of the Department’s Community Safety Development Section, which also provided mentoring and advice to the Kosovo Community Policing Steering Group (KCP-SG), and also to local and international stakeholders involved in community safety initiatives throughout Kosovo and the region. To ensure regular communication between CSATs throughout Kosovo, the Department supported four meetings of the CSATs Executive Council in 2008. These meetings involved representatives from all 22 CSATs and provided a forum for CSATs to discuss successes and challenges to their work in identifying and addressing issues relating to crime, safety and liveability.

The Department continued to play a lead role in the Kosovo Community Policing Steering Group to facilitate communication and ensure co-operation between all national and international stakeholders involved in community safety initiatives throughout Kosovo to include CSATs, Municipal Community Safety Councils (MCSCs), Local Public Safety Committees (LPSCs), Kosovo Police Service (KPS), United Nations Development Programme (UNDP), NGOs like Safer World, Office of the Prime Minister, Ministry of Internal Affairs (MIA), Department of Social Welfare, and others.

The Department conducted information management workshops to Kosovo community safety forums focusing on how to efficiently communicate with the media and the public in order to promote their mission.

A Participatory Impact Assessment (PIA) was completed to determine the CSATs Programmes’ strengths and weaknesses, and to show evidence of its impact. The PIA determined the positive impact of the programme on; traffic safety, environment, police/community relations, freedom of movement and trust between communities. Some CSATs successfully implemented projects on integrating Roma, Ashkali and Egyptian (RAE) communities, namely: helping RAE displaced persons (DPs) living in DP camps in their everyday life, helping them to re-build their damaged houses, realizing environment cleaning projects in RAE communities, organizing and facilitating inter and multi-ethnic youth camps, workshops to prevent early marriages of young women in the RAE community, and re-integrating RAE residents into society as they return. The CSATs also involved RAE persons in their community-safety activities by recruiting them as CSATs members.

The Department provided capacity-building to four LPSCs (totaling 14). The LPSCs developed project action plans to address issues to include: installation of road-side barriers to improve traffic safety; removal of dangerous rocks from the mountain slope above a school; and installation of speed bumps to improve road safety.

The Department conducted a needs assessment of all MCSCs throughout Kosovo, via numerous field visits and distribution of questionnaires. As a result, a capacity-building strategy for the MCSCs was developed that included the delivery of five two-day regional workshops to all MCSCs throughout Kosovo. The participants of the workshops were Municipal Mayors and Deputy Mayors, KPS Station Commanders and other MCSCs members including non-Albanian communities.

The Department became part of the working group designated to re-write the Terms of Reference and Administrative Instructions relating to the MCSCs and to also ensure accountability of the MCSCs to their role in working with their communities to identify and address issues of crime, safety, security and liveability.

The Department worked closely with other local and international stakeholders, primarily ICITAP, to find resources to provide additional training and capacity-building support of the MCSCs in 2009, working in partnership to provide greater long-term stability to these Community Safety forums. Furthermore, four additional deliveries of the Advanced Community Policing and Problem Solving Course were completed (totaling 10). The participants developed projects to address issues such as: Roma integration; traffic and river safety; and protection from stray dogs.

The Department also worked closely together with ICITAP as advisors to the newly created KPS Community Affairs Department, the KPS Community Policing Unit, and the MIA to provide mentoring and support to ensure their success in achieving their goals for an effective, transparent and community focused ministry and police service.

Police Inspectorate of Kosovo (PIK)

In 2008, the Department's PIK Implementation Team continued supporting the Police Inspectorate of Kosovo (PIK), in close co-operation with the MIA, especially providing assistance and advice during the preparation of the second PIK Annual Report (covering the year 2007). The Implementation Team provided a detailed analysis of a number of management areas in the KPS, as well as numerous recommendations for further improvement.

The Department also donated nine sets of audio-recording equipment to the PIK, whose investigators have also been provided with a workshop on how to effectively use the equipment. This has improved their performance and ensured accountability during interviews. The Department hired consultants who conducted courses on Human Resources and Interviewing Skills supporting the PIK to increase its existing high professionalism.

In addition, the Department provided assistance with the printing and distribution of PIK leaflets. The creation and distribution of the booklet "*What to do in case of complaints against the Kosovo Police Service?*" has successfully raised the awareness amongst the people in Kosovo for the changes in the complaints system against police.

Furthermore, the Department supported the PIK with drafting and finalizing of the Standard Operating Procedures for its two core functions: Inspections and Investigations. Moreover, all the existing and new forms/templates that the PIK used in both departments and the administration were standardized by the Department to ensure uniformity in PIK correspondence. Additionally, the Department provided the PIK with a *Guideline for Writing Official Documents* based on the curriculum lectured to both groups of the Inspectorate during their training phase

The Department has also assisted a team of PIK inspectors, who participated in a commission established by the MIA for drafting the *Administrative Instruction on Senior Police Appointments and Discipline Committee* and the *Administrative Instruction on the Types of Major and Minor Disciplinary Violations in the KPS*. Both Administrative Instructions were approved by the MIA.

The Department also assisted the PIK in identifying and proposing ways for establishing a sustainable mechanism to the MIA, aiming on having all of the PIK recommendations (to the police management) applied by the police in a timely manner.

The Department arranged for the PIK Chief Executive Officer and two Directors from the Departments of Inspection and Investigation to perform a five day study trip to the equivalent institution in the UK exchanging ideas on Police Oversight and Anti-Corruption issues.

Security Awareness

As public confidence is a key element to ensuring democratic development and a transparent security sector for all of Kosovo's communities, the Department continued assessing in 2008 the way Kosovo inhabitants rate the performance of the different Public Safety Agencies. Through this effort the Department operated, as such, as a valuable link between the Security Sector institutions and the people in Kosovo.

The Department looked into the performance of the Public Safety agencies and on the impact of their work on the life of the people in Kosovo. All findings obtained through experts analyses and through public opinion polls were shared with the respective local ministries and through this, greatly supported their strategic planning related to Public Safety. For example, the KPS followed the Department's advice to improve their communication strategy to the public and accordingly, in co-operation with the public service broadcaster of Kosovo, developed a monthly "TV Police Show" providing the public with information about unsolved criminal cases and daily tasks of the police. In addition, the police for the first time celebrated 'Open Police Station Days' for the public.

After having conducted a public opinion poll in 2007 with the goal of assessing the perception of Kosovo's inhabitants about the work done by the different Public Safety Agencies, the Department conducted a similar opinion poll in December 2008 to assess if public opinion had changed in the meantime. Due to the ongoing status negotiations in 2007, the security circumstances and developments in Kosovo had been tense and complex at that time. The new study revealed that in 2008, people were much more concerned about the performance of the security providers than about the overall political and security situation in Kosovo.

Focusing on road traffic safety, the Department, jointly with the KPS developed a "Summer 2008 - Road Traffic Safety" campaign to make people aware of their role in actively contributing to traffic safety and ultimately to the well being of their own families. Within this frame the police traffic unit distributed 500,000 leaflets in Albanian and Serbian languages to the drivers in Kosovo. Border police officers put the leaflets in the passports of the incoming visitors.

Together with Public Safety Professionals, the Department promoted Traffic Safety and Open Days for the public and further conducted Fire Safety lectures in primary schools. The Department assessed the public perception towards public safety institutions and passed along the results to the respective institutions. Through this, the Department drew public attention to opportunities to communicate the people's concerns to the relevant Public Safety agencies.

In 2008, the Department also provided training on media and public relations to municipality members and civil servants of the public safety institutions, focusing on how to promote services to the public. Training and advice on those matters were provided to the employees

of the KCPSD, Community Policing Units, Department for Emergency Management (DEM) and the Press Officers of the KPS.

Public Safety Development

The Department worked on the 2007 Kosovo-wide assessment of the means and facilities used for the training the different public safety agencies and started a programme of support to improve the general conditions of the relevant agencies.

The Department supported the United Nations Kosovo Team (UNKT) to work in partnership with the relevant local stakeholders, such as: the public safety agencies, civil society, the private sector and other international organizations in support to policy processes, that address the identified development priorities and assists the governmental sector and non-governmental sector in meeting the agreed development objectives.

The Department also participated in the *Multi-Hazard Contingency Planning Working Group Disaster Management Team*, which is tasked to develop parameters for functional disaster management in Kosovo, through multi-stakeholder co-ordination meetings for disaster risk reduction, recovery and response. The main focus is on donor co-ordination to avoid duplication and inefficient use of donor contributions.

In co-operation with the International Fire Fighting Association, the Department handed over to the MIA a summarizing report including recommendations for further action about an analysis of 35 Fire and Rescue Service Stations. Furthermore, the Department held a specialized workshop on the development of the local fire and rescue services (under the DEM).

The Department also developed a programme of field visits and on-the-spot-checks of facilities and equipment of the Municipal Ambulance Services in Kosovo; and organized a study visit to MIA facilities in Germany for local MIA officials, followed by a lessons learned workshop.

A particularly relevant effort focused on the construction and handing-over of two firing ranges for the KPS and other Public Safety Agencies. This was crucial to support the KPS in fighting the backlog of several thousand officers who have not had firing training for up to four years). The first two ranges were created in the regions of Gjilan/Gnjilane and Prishtinë/Priština; A third firing range will be handed over to the KPS and other Public Safety Agencies in March 2009 and will be located in the region of Pejë/Peć.

The Department purchased 55 First Responder Bags for the KPS, the Fire and Rescue Service Training Unit, the KCPSD and the Fire and Rescue Service Stations in Kosovo and conducted the Training of First Aid Trainers. Based on the efficiency of the local training the bags will be handed over to the trained officers in March 2009 to satisfy the huge training and equipment needs.

Another relevant and equipment-related activity focused on the Kosovo Correctional Service (KCS). The KCS had received some negative media coverage with respect to the low level of security in Kosovo's prisons. Therefore, at a public event the Department handed over 45 handheld metal detectors to the Correctional Service for further usage inside the local prisons. This initiative proved essential to increase security within the correctional premises and to improve public perception regarding the situation inside these facilities.

With regard to equipment support, the Department purchased one SkidCar System™ to enhance the driving skills of Public Safety Agencies, in particular of the Kosovo Police Service; provided a tent for the fire and rescue service trucks; and acquired first aid training kits to develop the skills of the KPS.

Supported by a donation from the Czech Republic aimed at acquiring training equipment for the KPS, the Department invested in the refurbishing of the Crime Scene Simulation Room of the KCPSD. The project aimed at developing and improving the education and capacity building mechanisms for crime scene investigators of the KPS and the Customs Service. The official hand-over is intended to take place in February 2009 after completion of the construction. This co-operation between the Czech Republic and the Department should result in the establishment of the most modern Crime Scene Simulation Room in South-Eastern Europe.

The Department also focused on the advanced training needs of the KPS and the other Public Safety Agencies to enhance their skills and develop their capacity in management and leadership skills, criminal investigations, and forensics.

In addition, the Department conducted a Project Management Training for Public Safety Agencies.

In order to enhance the safety of people in Kosovo by improving the efficiency and effectiveness of the Public Safety Agencies, especially of the KPS, the Department advised the authorities on the implementation of the KPS Criminal Intelligence Strategy. A consultant was recruited to instruct on a formal project management technique for the KPS officers who were supposed to implement the Criminal Intelligence Strategy of the Police. Other beneficiaries of the project were staff in key positions within the Kosovo Correctional Service, the Kosovo Customs Service and the Department for Emergency Management.

The Department supported the management and leadership training of the KPS and other security and public safety agencies in Kosovo. It conducted a comprehensive Training Needs Analysis (TNA). This led to the revision and expansion of the ToT course, focusing on enhancing the leadership and management skills of the command staff of the corresponding Public Safety agencies. A new staff development programme for civilian staff was created and delivered at the KCPSD.

In 2008, the Department organized and co-ordinated police training courses on First Line Supervision, Mid-level management and Executive management for 455 officers.

In relation to the First Line Supervision course, in the first half of 2008, a TNA was conducted for KPS and the other local Public Safety agencies, guided and monitored by the Department. The findings, conclusions and recommendations of the TNA indicated the need of revision, expansion and redesigning the existing First Line Supervision course according to the contemporary management and leadership training standards and the changing role of the first line supervisors in society. Consequently, an international expert was contracted to revise and further develop the First Line Supervision programme from September to December 2008. He was tasked to revise all lesson plans and to develop new training modules. The emphasis was on practical training, balancing theory and practical elements in accordance with the recommendations from the TNA.

In relation to the Executive Management course, in the second half of 2008, an international consultant was recruited by the Department with the aim to develop and complete the third stage of the Executive Training Programme. The existing training material was revised and new training modules were developed. This resulted in a training course curriculum relevant to the needs of the public safety command level, taking into consideration the modern management and leadership training concepts, European standards and the dynamic changes in Kosovo's society. In a workshop local trainers from the respective Public Safety agencies were trained to conduct the training on their own. The local trainers are expected to conduct four courses scheduled for 2009, monitored by the Department's staff.

The Department designed a course on “Dealing with People and Tasks” for the civilian staff of KPS and the other Public Safety agencies.

The previously conducted TNA indicated a gap in the training of the public safety agencies’ civilian staff. A need was identified to develop a basic course related to their duties. The curriculum included traditional subjects such as teambuilding, communication skills, time management, office skills and work ethics. The course was well received and the feedback was highly positive.

Regional Co-operation

The Department developed several initiatives to strengthen the co-operation with the other OSCE missions in South-Eastern Europe in the field of Public Safety and Security Sector Reform.

The Department supported the work of the OSCE Presence in Albania to develop leadership training modules for senior police officers from Albania and Montenegro. Direct strategic communication has been developed throughout 2008 between the Heads/Directors of the Law Enforcement/Public Safety Departments of the OSCE Missions in Kosovo, to Serbia and to Skopje. Several working visits took place with meetings in the three respective HQs, to discuss developments, common challenges and to develop joint future approaches in the field of public safety and security sector reform.

Manuals and specialized reports were exchanged between the three missions to support each other’s work with experience and analysis.

The Department’s staff also attended the initial working meeting of the newly created Regional Co-ordination Forum in Sarajevo, aiming at co-ordinating the Public Safety efforts of all missions and organizations currently present in South-Eastern Europe.

Finally, the Department continued its longstanding support of the regional Organized Crime Training Network that links regional experts from South-Eastern Europe.

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The OSCE Mission to Montenegro

Background

The OSCE Mission to Montenegro supports the Montenegrin authorities in the ongoing police reform process aimed at transforming the Montenegrin Police into a professional, democratic, accountable, effective, and efficient service, accepted and respected by the society. In 2008, the Police Affairs Section (PAS) within the Mission consisted of five international and five national staff involved in a variety of the police-related activities defined as priorities within the comprehensive police reform process. At the strategic level, the Mission and the Ministry of Interior and Public Administration of Montenegro (MoI) signed an annual Memorandum of Understanding (MoU) on co-operation in the law enforcement area.

The MoU aims at supporting the police reform process in the fields of:

- Strategic planning, focusing on enhancing the planning capacity of the MoI;

- Co-ordination of police-related activities amongst international organizations;
- Community policing, which includes assisting the development of community policing practices and policies and providing assistance for the implementation of the project countrywide;
- Accountability, focusing on assisting and supporting the development of effective and transparent internal investigative and anti-corruption capacities in line with internationally recognized democratic norms and values;
- Organized crime/terrorism, with a focus on enhancing criminal investigation capacity especially in the fight against organized, serious, and economic crime, and assisting in the implementation of the *Strategy for the Fight against Corruption and Organized Crime*; enhancing forensic capacity, strengthening the capacity for crime scene investigation through the development of criminal investigation techniques, methods, and practices of crime scene management.
- Border policing, focusing on co-ordinating assistance relating to the further implementation of the Integrated Border Management Strategy and an *Action Plan* in line with regional guidelines and accepted best practices;
- Police education and development, focusing on: providing, assisting and co-ordinating police training and education activities, including curriculum development, all based upon the needs identified, in line with international best democratic standards; providing trainer development and field training officers programmes; curriculum development assistance; and improving infrastructure and equipment through integrating international community support.

Strategic Planning and Development

The Mission continued assisting the Montenegrin Police in enhancing the strategic and management capacity of the Police Directorate (PD). It organized specialized training for the members of the Strategic Planning, Development, and Analyst Department (SPAD) in the area of strategic planning and management. The goal of the training was to familiarize the participants with the best EU practices and standards regarding strategic planning and development, theory and practices of modern strategic management in public sector, validity, and relevance of successful strategies etc. The training provided participants with the particular knowledge on: strategic planning; drafting the strategy; implementing international standards; speeding up the process of harmonizing the police staff with the new organizational structure; good planning and education of human resources; long-term planning in all areas of police work; developing projects in all areas of police work; and rationalizing the number of employees according to the real needs and the development of realistic social programmes.

Co-ordination of Police-related Activities amongst International Organizations

The Mission continued to support the host country's Police Directorate in its efforts to co-ordinate police related activities among the international organizations. In November 2008, the Mission carried out an annual Police Affairs Coordination Meeting (PCM) focusing on the ongoing police reform process in Montenegro. 32 participants from the Police Directorate, international organizations, NGO's and embassies participated in the meeting. The meeting enabled participants to exchange information about the projects implemented in 2008 and their plans for 2009. The meeting's purpose was to provide a forum for co-ordination and information sharing between donors and national authorities to ensure that recovery efforts are effective and to avoid wasteful duplication and overlap in the projects implementation. For the Mission, it was important to grasp the current state-of-affairs of the police reform; furthermore, it was very important to analyze whether and to what extent the support and assistance being provided by the Mission was to the benefit of the police.

Organized Crime/Counter-Terrorism

The Mission proceeded to co-ordinate the activities related to further developing criminal intelligence, and establishing the National Coordination Unit (NCU). The main task of the NCU is to bring together and to co-ordinate the efforts of all relevant agencies (Police Directorate, Custom Administration, tax authorities, and the Agency for the Fight against Money Laundering and Financing of Terrorism) in their efforts to fight organized crime, corruption and common criminality. In 2008, the government's approval of the establishment of the NCU was still pending. The process was postponed due to the forthcoming parliamentary elections due to take place on 31 March 2009. Since 2007, the Mission has been co-ordinating activities in this area with the Swedish International Development Agency (SIDA), which carried out a long-term bilateral project on "Intelligence-Led Policing".

The Mission assisted the Police Directorate in professional development and capacity building of the Criminal Police Sector (CPS) by providing a Basic Cyber Crime Training programme focusing on credit card frauds to ten police officers from the Economic Crime Department and the Division for Combating Organized Crime and Corruption as well as to three prosecutors from the Montenegrin Prosecutor Office.

In the frame of capacity-building of the National Criminal Intelligence System (NCIS), in co-operation with SIDA, the Mission provided expert assistance for two training modules on "Informant Handling" and "The Human Source Management System" for 20 officers from the Montenegrin Police.

With respect to capacity-building of the Forensic Centre (FC) in Montenegro, the Mission co-ordinated the activities regarding the implementation of an extra-budgetary forensics project financed by the Norwegian Government. On 16 December 2008, the Montenegrin Prime Minister opened the Forensic Centre in Danilovgrad. The FC, one of the most modern ones in Europe, includes a DNA Laboratory. In addition to the Government of Montenegro, the EU Commission, and the Governments of Norway, Swedish and the USA provided donations to the project. In addition to launching the project in 2004, the Mission's main contributions were based on providing expertise, education, training, and allocating and investing the extra budgetary funds. The project is an example of good co-ordination of the efforts of international organizations and the productive co-operation and communication with local authorities in the process of project implementation, avoiding overlapping and duplication of activities.

In its efforts to support the newly established Interpol office, the Mission facilitated a 10-week comprehensive training course for one Interpol officer at the Interpol headquarters in Lyon, France. This 10-week programme (lasted from 28 January till 04 April 2008) aimed at training highly qualified officers who have the responsibility of dealing with international police co-operation, utilizing the National Central Bureaus (NCB) network, and Interpol's numerous systems and services.

In the frame of capacity building of the PD, the Mission also organized and funded a three-day training programme on *Control of Precursors for Narcotic Drugs Production*. The training was tailored to the needs of the Montenegrin police and customs office. The training was organized for ten police officers from the Drugs Department and for ten customs officers from the border crossing points.

Furthermore, the Mission facilitated the participation of six police officers from the FC and the Centre for the Fight Against Drugs and Narcotics in the regional workshop on "Enhancing Law Enforcement and Judicial Co-operation on the Balkan Drug Routes" in Istanbul; in the Conference on "International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors" in Vienna and later on in the 8th Annual Meeting of the European Fingerprint Working Group (ENFSI) and 15th ENFSI EWG Firearms Meeting, in Croatia.

In co-operation with the Norwegian anti terrorist unit “Delta”, the Mission organized a seven-day specialized training course in “Negotiation Techniques” for 15 police officers, representatives of the Special Antiterrorist Unit (SATU) and the Special Negotiation Team (SNT) within the Montenegrin PD. This event was a continuation of a series of training programmes in the area of crises management and negotiations that were delivered to SATU representatives during the 2006 and 2007. The overall goal of the project was to improve the professional knowledge and skills of staff members of the SNT, which will ensure the proficient and capable response to the threat of terrorism and to provide a secure and safe environment for the Montenegrin society. Moreover, it will allow the Montenegrin SNT to join the European Network of Advisory Teams (EUNAT).

The Mission initiated and organized an assessment of the Duty Operation Centres (DOC) in Montenegro. The police duty operations system in Montenegro requires upgrading in order to be in line with EU standards. The central DOC in the Police headquarters and the 21 Duty Operations Services (DOS) in the security centres and departments provide a 24-hour service in managing organizational units and information flow, to ensure police mobility and intervention capacity for rapid response. The assessment was aimed at assisting the Montenegrin Police Directorate in defining all training and equipment needs in order to upgrade on-call centres and to optimize their number and staff members in line with best EU practices.

The Mission organized a training on stolen vehicles identification in Podgorica and at three border crossing points – Debeli Brijeg (border crossing point with Croatia), Ilijno Brdo (border crossing point with Bosnia and Herzegovina) and Kula (border crossing point with Kosovo/UNMIK). The training was delivered by Swedish and Norwegian national police services and by EUROPOL experts. Together with participants the trainers identified four stolen vehicles during the practical part of the training held at border crossing points.

The Mission, in co-operation with the ATU and the OS/Borders Team of the OSCE Secretariat organized an intensive two-week training for 20 border police and custom officers. The training course, which was mainly funded by the ATU focused on providing participants with the required skills to detect, identify, and prevent the use of forged documents thereby helping to curb criminal activities on the country's borders.

The Mission, in co-operation with the Montenegrin Police Academy and the Turkish International Academy against Drugs and Organized Crime (TADOC), organized a five-day training programme for 16 members of the PD's Organized Crime Department (OCD). The aim of the training was to prepare the law enforcement officers from the OCD for their role in performing their operational duties and tasks and to equip them with necessary knowledge, skills and attitudes.

Border Policing

Within the framework of the implementation of the Integrated Border Management (IBM) strategy, the Mission focused on enhancing regional cross-border co-operation between the border police sectors of Montenegro and Albania, between those of Montenegro and Bosnia and Herzegovina. In the context of the ‘Ohrid Border Process’, a bilateral co-operation agreement on trans-border police co-operation, including protocols on joint patrols and on regular meetings between border police authorities of both countries, was signed on 1 February 2008.

Moreover, the Mission organized and facilitated two meetings at the local and regional level on the implementation of the bilateral cross-border co-operation agreement: the meetings focused on the legal aspects of joint patrolling, providing joint trainings and initiating joint patrols on both sides of the border with emphasis on the Skadar Lake as the best spot on the blue borderline. The parties discussed the possibility of shared incident investigations,

information exchange, points of contacts, and their maintenance as well as the improvement of the communication across the border.

On 10-11 December, the Mission and the OSCE Presence in Albania facilitated a “Joint Patrols Training” for the Border Police Directorates from Montenegro and Albania. The training was organized on both sides of the border, in Schkodra and Ulcinj. Twenty border police officers from Montenegro and Albania completed the training programme.

In December, the Mission also initiated and facilitated a meeting between border police delegations of Montenegro and a BiH. In addition to the frame of the Ohrid Border Process, the meeting was also organized in line with the OSCE Border Security and Management Concept (BSMC). At the meeting both delegations discussed the Draft Agreement on Trans-Border Police Co-operation between Montenegro and Bosnia and Herzegovina and two Protocols (on Joint Patrols along the State border of the Republic of Montenegro and the Republic of Bosnia and Herzegovina, and regular meetings on local, regional and central level). The Agreement and the Protocols would enable the two countries to improve cross-border co-operation and establish joint patrols and joint investigation teams and thus increase the overall security in the region.

During 2008, the Mission also organized and conducted two cycles of supplemental training for 30 Albanian Border Police Officers on the following topics: Patrol Procedures, Communication and Information Gathering, Human Trafficking, Self Initiation, Problem Solving Exercise, Vehicle and Person Search.

The Mission continued to support capacity-building of the K9 Unit (Canine – Police Dogs Unit), based on the guidelines presented in the initial assessment done during 2007. Two dog handlers from the Montenegrin K9 Unit and two explosive dogs received a 16-week training in Ankara, Turkey. Based on the previous assessment, the training was customized to the needs of the Montenegrin Border Police. The training focused on “explosives dogs”, as the need for them is substantial at this point of development of this unit. In addition, the Mission provided an assessment with the goal to assist the Montenegrin police in establishing a dog training centre/centres in Montenegro. As result of the assessment, the Mission presented a final report to the relevant authorities and interested parties for further consideration and action.

In 2008, The Mission, in co-operation with the OSCE Mission to Serbia organized a three-day training programme, focusing on stolen vehicles, and forged documents identification. This training, financed by the Mission to Serbia, was delivered to 20 participants – six border police officers and four customs officers from both countries. The aim of this joint activity was to promote co-operation between Border Police and Customs Authorities of Serbia and Montenegro, with a vision to promote free movement of persons and goods, as well as to improve the fight against translational organized crime. Moreover, another objective of the training was to establish the first concrete step in implementing operational cross-border co-operation in a new regional dimension.

In 2008, the Mission also prepared and published a pocket-sized Drug Manual (500 copies) to be distributed to Border Police officers working at border crossing points in order to enable them to identify drugs without assistance of narcotic agents.

Community Policing

In 2008, the Mission continued to support the Community Policing project in Montenegro by assisting the Police Directorate in the project implementation country-wide. 51 Community Policing Contact Officers were trained and actively involved in the implementation of phases II and III of the project. The officers received two weeks of Community Policing and Problem Solving training. As with phase I of the project, phases II and III were closely monitored and mentored by the Mission in conjunction with the Police Directorate.

The Mission organized two lessons learned seminars on “Best and Worst Practices in the Implementation Process”. As an outcome of the seminars, the project was finely tuned to meet the specific needs of each implementation location.

The Mission facilitated a one-day conference on the *"Future of Community Policing in Montenegro"*. The aim of the event was to bring together high level managers (Chief of Police, regional commanders, chiefs of criminal police from the regions and central level, traffic police chiefs and border police managers) in order to discuss, evaluate and exchange experiences gained during the project implementation. Reported best practices will be used as guidance for the future implementation of the project within border police, crime police and traffic police.

In 2008, the Mission also organized a seminar on “Media-Police Co-operation”, covering a variety of policing issues and including a police spokesperson's presentation on the topic of "Domestic Violence". The overall goal of the project was to improve communication between the media and the police to ensure better reporting on crime and informing the Montenegrin society about security, safety and police-related issues.

From 28 September to 1 October 2008, the Mission facilitated the participation of the Commissioners for Crime Prevention and Community Policing at the 3rd Regional Community Policing Forum on *Social Diversity and Community Policing*, held in Sofia. Organizational problems in implementing Community Policing; Domestic Violence and Community Policing; and Social Minorities and Community Policing were among the key issues discussed at the workshop.

In December, the Mission and Montenegrin authorities were informed that the Swiss Development Agency awarded the Montenegrin Community Policing project as the best one in the South-Eastern European region in 2008.

Accountability

In 2008, the Mission continued with its efforts to support the Police Directorate in implementing an accountability programme in order to improve internal and external police accountability and to ensure that the police service is accountable, transparent and in line with democratic norms and values. The Mission organized an expert visit for four senior crime inspectors from the Police Directorate's Internal Control Unit (ICU), who visited the Inspectorate Department of the MoI of Bulgaria. Acquaintance with the new EU country member practices will assist the Montenegrin ICU in making appropriate decisions with respect to the organizational chart, duties, and responsibilities of the ICU; to avoid difficulties in fulfilling the pre-accession criteria's; and to enhance investigations of police corruption.

Police Education and Development

In 2008, the Mission organized two cycles of Trainer Development Courses (TDC) aiming at increasing the institutional capacity of the Police Directorate. This intensive and comprehensive five-week programme was designed to train police educators in modern androgenic methods of delivering training. Nine local trainers completed the course in 2008.

The Mission implemented the project “Basic course for Riot and Mass Control Unit”. The two-week training programme was delivered to 30 members of the Intervention Unit. Training focused on the responsibilities and tasks of the new Riot and Mass Control Unit and, among other things, included providing safety to the citizens during unlawful and lawful assemblies, rallies, concerts, mass gatherings, sports events, etc. The main goal of the training was to increase the professional capacity of the unit to an international level. A similar training had been organized in 2007, and the three most successful participants successfully completed the TDC. These three participants were used as trainers during the above-mentioned training. They conducted the training together with two international experts from Turkey and

Bosnia and Herzegovina. For the future, it is planned, that these three Montenegrin trainers will independently conduct trainings for members of the unit, thereby ensuring sustainability of this form of in-service training.

The Mission also assisted the Police Academy in establishing a Field Training Officer (FTO) programme for probationary police officers. This is the most important part of the police education reform as the FTO programme will combine classroom and field training elements to allow cadets to get the opportunity to apply their knowledge, skills, and abilities in a practical setting in a safe environment.

The Mission continued to support the capacity-building of the Police Directorate also by organizing and funding a third round of the General English Language Course for 51 police officers. This long-term project aims at improving a general knowledge of the English language of the operational and managerial staff at the *On-Call Centres*, Border Police officers, Special Verification Unit members, Witness Protection Unit officers, SATU members and employees from the Sector for VIP Protection. 17 more police officers were trained in the OSCE premises and in co-operation with the Montenegrin Police Academy because of the increased needs.

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The OSCE Mission to Serbia

Background

The Law Enforcement Department (LED), the Mission's largest department, has a mission to advise and assist the Serbian institutions on police reform to institutionalize democratic, accountable, effective and efficient policing practices.

In 2008, the Department was comprised of 23 international and 24 national staff. It had eight international and eight national staff located in field locations: the OSCE Advanced Police Training Centre in Zemun, the Basic Police Training Centre in Sremska Kamenica, and the OSCE Police Training Centre in Bujanovac (south of Serbia).

For several years, while steadily progressing towards the implementation of its goals, the LED has faced challenges in recruitment. Meeting the demand for qualified seconded international staff in priority areas of reform is critical to the Mission's ability to fulfil its commitment and to ensure the sustainability of investments made.

In the first half of 2008, the pace of co-operation with the Serbian Ministry of Interior slowed down in connection with the early parliamentary elections and the then political context. Yet some progress was accomplished, particularly in the second half of the year following the formation of the new Government. The Department continued to work in co-operation with the Mol to address needs for reform in the eight priority areas of co-operation, which had been specified in 2004 in the Memorandum of Understanding (MoU) between the Mission and the Mol, namely: Police Accountability, Combating Organized Crime, Border Policing, War Crimes, Crime Scene Management/Forensics, Community Policing, Police Education and Training, and Strategic Planning and Development.

Recognizing the strong need to have a more holistic and strategic approach to the process of police reform in the areas defined in the MoU, the Department, in 2008, embarked on the

process of internal strategic planning which resulted in the LED strategic plan. Furthermore, this strategic planning process coincided with the introduction of the OSCE Performance-Based Programme Budgeting (PBPB) at the Mission level.

In late 2008, the process of evaluating achievements and remaining gaps in each priority area covered by the MoU was launched in co-operation with the MoI with a view to revise it and provide an evaluation of the achievements made. It is expected that this process will be finalized in the first quarter of 2009.

Co-ordination of International Assistance

Under the above-mentioned MoU, the Mission is designated as a co-ordinator of international assistance of police reform in Serbia. In 2008, the LED fulfilled this role through two parallel actions: regular bilateral contacts with stakeholders of the police reform process (embassies, development agencies, international organizations and international NGOs) and the organization of regular multilateral meetings of the said stakeholders.

In the course of 2008, the LED held several informal co-ordination meetings with varying success, as measured by the number of participants and the perceived level of interest. The overall aim of these meetings was to raise the commitment of donors and other international actors of police reform to work together, create synergies and adopt common messages to advance reform process. They also provide a forum for an informal exchange of information and thinking on the rationale, principles and the objectives of police reform.

In order to compile relevant information and share them, the Department developed the Specialized Training Database and Police Reform Project List. The database has been used to co-ordinate police training accomplished on behalf of the MoI regardless of whether these trainings were organized by an international organization or the Ministry itself. The Project List comprises major projects in the field of police reform in Serbia since 2001, and is regularly updated and shared with different international and national interlocutors.

Accountability

In 2008, the Department's Accountability Programme continued to provide assistance and expert advice to the MoI with the aim to advance accountability and professional standards within the entire police service, and strengthen the internal oversight of the police.

As a result of the joint effort of the LED and the MoI's Internal Affairs Division the complaint/commendation system was enhanced. A reader-friendly and improved *Complaint and Commendation Leaflet* and the accompanying form were developed and made available to the public in Serbian and minority languages, as well as in the English language. These documents provide information to the citizens on the Ministry's internal regulations which define the complaints and commendation procedure. They publicize and exemplify situations in which people may effectively exercise their right to complain against or commend police officers.

Together with the Mission's Democratization Department, the LED organized a two-day seminar titled "Duty of the State to Prevent, Investigate and Prosecute Violations of Human Rights under Articles 2 and 3 of the European Convention on Human Rights". This seminar expanded the knowledge of Ministry of Interior and Ministry of Justice professionals on the positive obligations of the country to protect and respect human rights. The seminar reinforced the importance for the police, judiciary, and prosecution personnel in Serbia to be committed to upholding international human rights standards relevant to their respective areas of work. Practitioners used this opportunity to propose solutions to identified gaps between the domestic legal system and relevant provisions of the European Convention on Human Rights.

The LED supported the Serbian MoI Internal Affairs Division (IAD) to enhance investigative and operational capacities. The project *Strengthening Capacity of the Internal Affairs Regional Centers in Serbia* was elaborated and donor funds were received from the Norwegian Government. The project intends to assist the IAD in overcoming the acute lack of basic information technologies equipment, office and operational equipment, and vehicles in the IAD Regional Centers in Belgrade, Novi Sad, Niš and Kragujevac. IAD staff will also receive basic surveillance training. The project will ensure that the requirements for proper handling, storing and safekeeping of confidential files and records of internal investigations are met. Investigators will become more effective in gathering intelligence and evidence, and investigative teams will be more mobile within the respective jurisdictions of the four Regional Centers. The implementation will be followed up in 2009.

Police Training and Education

In 2008, the LED remained a key international partner for the MoI's ongoing programme to establish and maintain a sustainable and effective police training and education system capable of meeting the reform needs of policing in Serbia.

As a result of long-term efforts and close co-operation between the Department and the MoI relating to the reform of basic police training, the first generation of graduates of the Basic Police Training Centre (BPTC) completed their one-year training in November 2008. It represented a major benchmark in the LED's police training and education programme. The graduates proceeded to a six-month Police Field Training Programme under the guidance and supervision of qualified police mentors (Police Field Training Officers (PFTOs)). Recruitment and selection for the second generation was also conducted during 2008. It is planned that the new recruits start their training at the BPTC in Sremska Kamenica in early 2009. The OSCE-supported and assisted reform efforts in the BPTC have been shifting towards the evaluation of the curriculum and the entire training process, and towards further consolidation of the field training programme.

Aiming to support the basic police training in Sremska Kamenica, the MoI with expert advice of the LED conducted several cycles of training for PFTOs and PFTO-co-ordinators. Their role is to facilitate the integration of the police cadets into the police service through guidance and on-the-job training in line with modern training principles.

During 2008, the Department launched the process of revision of the Training Development Programme with the aim to increase the focus on training management within the Ministry. The Trainer Development Programme consists of four components: Trainer Development Course (six-week generic ToT course), Curriculum Development Course, Training Evaluation Course and Advanced Trainer Development Course. The whole package is a long-term programme for creating internal capacity for delivering modernized basic and specialized in-service training. The MoI established a working group tasked to identify training needs and develop corresponding training materials.

The first Trainer Development Course was organized in the south of Serbia to meet the needs of national trainers who would be delivering in-service training in that part of the country. The training is expected to be repeated during 2009.

The Department also supported study trips to the police training and education facilities in Slovenia in September 2008 and to the Police Academy in Sarajevo, Bosnia and Herzegovina in November 2008. The participants of these two study visits learned how various types and levels of police training are conducted in these countries. The visits strengthened co-operation and exchange of experiences with counterpart organizations in the region.

The LED also supported co-operation between the BPTC in Sremska Kamenica and the Budapest International Law Enforcement Academy (ILEA). The ILEA trainers delivered

several cycles of tactical trainings in Sremska Kamenica for the BPTC staff to conduct situational training in the Centre's Tactical House.

In September 2008, the Department organized and hosted the "International Forum on Police Education, Training and Learning". It gathered renowned speakers from the USA, Canada and Europe and brought together around 100 participants from Serbia and the region to discuss the latest trends in adult learning and its application in modern police training and education.

Organized Crime

The Department provided support to the MoI in developing the *National Strategy for Combating Organized Crime*, which is essential for a more strategic approach in the fight against organized crime. Towards the end of 2008, an inter-ministerial working group was formed and tasked to further develop the draft strategy. The group demonstrated a strong commitment to the given task, and strong demand for advice from the Mission. Based on the good co-operation during the draft strategy's finalization, the LED was invited to provide assistance and support in the process of developing action plans. It is expected that the strategy will be adopted in early 2009.

In the course of 2008, the LED finalized the implementation of the project *Enhancing the Surveillance Capacity in the Fight against Organized Crime in Serbia*, aiming at strengthening the capacity of the Serbian police service to collect and manage criminal intelligence in its fight against trans-national organized crime. In the scope of the project, surveillance officers were trained in advanced surveillance techniques so as to form the core of trainers for future surveillance officers. Also, all surveillance units in Serbia were equipped with contemporary technical equipment. Half of the units encompassed by the project became fully operational by June 2008, owing to the donated equipment.

Throughout 2008, the LED invested in co-ordinating the activities of different international players involved in fostering the MoI's operational criminal intelligence capacity. In that regard, the LED continued delivering ANACAPA training (analytical training for law enforcement) in close co-operation with the UNODC and the Swedish National Police Board. The training was attended by analysts from the MoI Criminal Investigation Directorate as well as from different police districts. The training had a regional dimension due to participation from the Bosnian State Agency for Investigation and Protection and the Montenegrin police service. As a follow-up, the same participants were trained in utilizing the "I2 Analyst Notebook software" for the visualization and analysis of collected criminal intelligence.

The LED also assisted the MoI's efforts to design and implement anti-drugs measures. In this regard, a "Logical Framework Approach Workshop" was organized in co-operation with the MoI for relevant police and MoI staff specialized in fighting drugs. The workshop resulted in the identification of obstacles in the fight against drugs, the premises of a common perspective on fighting drugs, and proposals for solutions such as the establishment of a national office for addressing drug-related problems. The participants also acquired understanding and interest in planning methodologies. The LED will continue to support and advise the Ministry in this area.

Forensics and Crime Scene Management

In this priority area of reform, the Department continued to support the MoI to enhance the forensics laboratory and crime scene investigation capacities, as well as to introduce quality management system.

Implementation of the Norwegian funded project *Strengthening Capacity of the National Criminal Technical Centre (NCTC) in Belgrade to Conduct Crime Scene and Forensic Investigations* was carried out. In the course of 2008, the majority of the envisaged

equipment was purchased, and the MoI started with the refurbishment of the designated facilities. Some of the relevant training in the use of the new equipment was provided in co-operation with Norwegian authorities. The Centre is expected to achieve its target capacities by late 2009, which will signify a milestone in the process of enabling Serbia's forensics laboratories to conduct their work at national and regional levels in accordance with international standards. Bearing in mind that the introduction of the quality system ISO 17025 is a prerequisite for acquiring NCTC's full membership in the European Network of Forensic Science Institutes (ENFSI), numerous steps were taken in 2008 in this direction, most notably the introduction of a post of a Quality Manager at the NCTC. With the LED's assistance, the Centre's staff attended an ENFSI meeting on quality management in Copenhagen and visited the Bulgarian National Forensic Laboratory to get acquainted with the quality management concepts and practices. The Centre's forensic specialists also attended a number of other ENFSI meetings, and received membership into several working groups, notably one on crime scene investigation.

Furthermore, the Department continued to carry out its co-ordinative and consultative role in a long-term bilateral Swedish-Serbian (SweSe) project to improve the capacity of crime scene investigators, addressing needs from the collection of evidence through laboratory examinations.

War Crimes

The Department continued to assist the MoI in increasing capacities to investigate violations of international humanitarian law. In its work, the Department has been co-ordinating closely with the Mission's Rule of Law and Human Rights Department which has a strong legal expertise in this area. During 2008, special attention was devoted to the MoI's War Crimes Investigation Service's (WCIS) human and technical capacities.

A training course on "Investigative Teams Composition and Special Interviewing Methods" was held in March 2008. The group was composed of war crimes investigators, war crimes Prosecutor's office staff. The aim was to strengthen professional ties between prosecution and the police during investigations. Police-prosecution co-operation in war crimes cases will be the subject of the LED's increased attention in 2009.

An expert assessment of the WCIS analytical capacity was performed in April 2008. The assessment report was submitted to the LED and for the War Crimes Investigation Service's use. The findings of the report were and will be used for further development of the WCIS analytical department in close co-operation with the Ministry.

In co-ordination with the OSCE Office in Zagreb as well as in close co-operation with the ICTY, the Department organized a high level meeting of Croatian and Serbian police directors at the ICTY in June 2008. The meeting was a result of the Department's two-year initiative to bring the representatives of the respective war crimes services together, in direct talks about co-operation in war crimes investigations.

In November 2008, the Department contributed to the ODIHR-led research aimed at the development of the mid-term programme related to war crimes investigation support in the Western Balkans region. The implementation of the programme is planned for 2009, and the Department will be included in its support.

Border Policing

The Department continued to assist the Serbian border authorities in developing a modern concept on Border Security and Management System, as well as to provide advice on the implementation of the national Integrated Border Management (IBM) Strategy.

The Department continued to advise the Border Police Directorate in developing a new organizational structure, both at central and peripheral level. Advice was also provided in the elaboration of standard operational guidelines in compliance with the European standards. Harmonized procedures and sound internal structure are prerequisites to maximum effectiveness and efficiency in border management.

In compliance with the European standards, the Department organized a regional co-operation activity designed to enhance the capacity of the border police and customs administration to carry out harmonized procedures at the border crossing points and along the border. This also constituted the first concrete step towards implementation of an operational cross-border co-operation in a new regional dimension.

In the course of 2008, the LED had an active role in supporting the national IBM authorities in the implementation of inter-agency and regional co-operation by organizing and participating in specific activities. The Department chaired a series of “co-ordination meetings” involving border authorities. Both initiatives brought together all Serbian border authorities (National Coordinator for the implementation of the IBM Strategy, Border Police, Customs Administration, Phyto-Sanitary and Veterinary Inspections) and international organizations in order to define necessary steps in the process towards international standards. In addition, these initiatives contributed to improving inter-agency and regional/international co-operation.

In order to increase the Border Police Directorate’s human capacities, the Department organized specialized training for border police and customs officers in the identification of stolen vehicles and counterfeit documents as well as in the use of *Docubox* at a number of border crossing points along Serbia’s state borders.

In co-operation with the Democratization Department, the LED provided support to the national NGO “Child Rights Centre” in organizing two out of a total of eight seminars on the topic of child trafficking as part of the “Protection of Children Victims of Human Trafficking” project. Social protection institutions and relevant police units, including border police, were represented. These seminars, which focused on the prevention of child trafficking and the protection of child victims of trafficking, addressed the specificities of child trafficking within the phenomenon of trafficking in human beings.

Community Policing

During 2008, the LED continued to assist the MoI in establishing and developing a community policing approach that suits Serbia’s cultural, social and political context. In order to provide a community-oriented policing service to all citizens in the municipalities of Bujanovac, Presevo and Medvedja in the south of Serbia, 19 police substations in this area were provided with IT equipment and furniture. The Community Service Centre at the Presevo Police Station was fully refurbished and comprehensively equipped. This marked the finalization of the “South Serbia Community Policing Project” funded by the Norwegian Government.

The Department continued to provide advice and support for Citizen’s Advisory Group (CAG) meetings in villages and towns of south Serbia. CAG meetings bring together local community leaders and local police to discuss and find solutions to problems or concerns related to crime, the work of the police and overall community safety issues.

Consultation was provided in the course of a bilateral project between the British Embassy in Belgrade, the British Council and the Serbian MoI. The project aimed at improving the professional skills of the Gendarmerie as a specialized unit of the MoI. The Gendarmerie personnel in Belgrade and Kraljevo received Basic English Language Training, so as to enable their active participation in the Peace Support Operations Instructor Training course and other courses identified as needed in the future.

In the second half of 2008, the LED engaged in further developing the Municipal Safety Councils (MSCs) concept throughout Serbia. This type of community partnership was successfully piloted in several municipalities in Serbia. Other municipalities expressed interest in the same concept through civil society, local government institutions and police districts. Based upon this interest, the department conducted a review in all pilot sites where MSCs had been established. Following the review, a series of six seminars were planned to introduce key stakeholders from all municipalities in Serbia with the review's results and with the general concept of the MSCs. Two of the six seminars were held in December 2008, the remaining four were planned for early 2009. A comprehensive project to support interested municipalities in establishing MSCs is planned to be developed.

As improving communication between the media and the police is an important part of the community policing concept, the LED took part in the Novi Sad School of Journalism's "Handshake Project", initiated in the last quarter of 2008. The project strives to create a grass root advocacy pool of local media from several municipalities, as well as to enhance journalists' skills in reporting on local safety issues, thus improving communication with the local police.

The Serbian *National Strategy for EU Accession* specifically recommends development of the community policing concept. A key prerequisite for fulfilling this recommendation is the creation and implementation of the *National Community Policing Plan*. However, this has not occurred so far despite the positive assessment of all pilot projects. The Department will continue advising the MoI in 2009 on the necessities of having the national plan in place.

Strategic Planning and Development

During the first half of 2008, the implementation of the strategic planning programme in partnership with the MoI faced significant slowdown, in connection with the then political context. Under these conditions, the Department intensified its co-operation with its wider range of partners such as international counterparts, civil society actors, and continued advocating for strategic planning. As a result of this, and following the appointment of the new Government, the second half of the year saw a surge of initiatives in the field of strategic planning originating from the MoI. The new impetus of the European integration process has further created favourable conditions for the police reform process.

The general understanding of strategic planning, and to a lesser extent strategic management, visibly increased among middle and top levels of the MoI. This contributed to reviving work for the development of several sector strategies with the LED's advice, especially the Strategy for Combating Organized Crime.

Advice and assistance necessary to develop strategic planning was successfully channeled to the MoI's senior management and other strategic planning structures. The LED provided relevant MoI officials with a specialized training programme on policy-making skills, which contributed to increasing capacity for designing reform and efficient decision making. Furthermore, a project focusing on developing capacities of the civil society to conduct research on police reform was launched. This project should enable and encourage civil society to address issues such as where police reform is headed and what the Serbian police service should look like in the future. Three local non-governmental organizations were selected by the LED and they will produce an in-depth analysis of selected aspects of police reform and actively participate in expert and public debates. The project is co-funded by DCAF as well as the Hungarian, Dutch and Norwegian governments.

The LED commissioned a public perception survey on the police and police reform, the first in Serbia since 2002, in consultation with the MoI. It is expected that such public opinion polls will become a regular practice as the police move forward in their reform agenda. The LED will continue its support in this area.

The Department developed a regional interest in connecting strategic planning among all Ministries of Interior in the neighbouring countries with a view to exchanging experiences with Serbian counterparts. In this respect, the Department co-hosted a meeting of strategic planners from regional police services together with the Mol. In addition to this regional aspect, international co-operation in this priority area of reform was facilitated and the co-operation between Serbian and Norwegian analytical structures was supported.

Relevant components of strategic planning, such as analysts, strategic planners and decision-makers are now more tightly linked, better aware of strategic planning tools, and better equipped to perform strategically. Such a holistic approach will result in more efficient policy making, more sustainable reform planning, as well as higher quality in the implementation of the reforms. In 2009, the LED will continue to have a strong focus on supporting the Mol in the development of their overall strategic plan on police reform.

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The OSCE Spillover Monitor Mission to Skopje

Background

Created in 2001 as a unit of police advisers tasked to facilitate the re-deployment of the national police to the crisis areas and, in compliance with the provisions set forth in the *Ohrid Framework Agreement*, to assist in training and in recruiting 1,000 new cadets from communities not in the majority in the population, the Police Development Department (PDD) has developed into a structured unit with three sections: Management, Police Training, and Community Development.

Following completion of its original task to assist in ensuring a phased and co-ordinated redeployment of the national police service to the former crisis areas, since 2003, the PDD has been assisting the Government in reforming the police service with a view to bringing it up to the democratic policing international standards and practices. The Department has provided assistance through delivering and facilitating police training, supporting the development of a Community Policing Programme tailored to the country's needs and capabilities, as well as by providing, upon the Ministry of Interior's request, expertise at policy planning level.

With the EU granting the host country "candidate status" in December 2005, progressing and completing the police reform became even more relevant for the country's European aspirations.

The adoption in 2006 of a new *Law on Police* enabled the Ministry of Interior (Mol) to begin its restructuring at the central and local level; to develop a comprehensive domestic police training strategy in line with the international best practices; and to advance towards the institutionalization of the Community Policing Programme.

Implementation of reforms, however, did not occur as smoothly as hoped. A noticeable politicization within the law enforcement system has played a crucial role in hindering the advance of the reorganization process. Completion of the selection and appointment of the Heads of the Regional Police Sectors and the Police Station Commanders – key elements in the restructuring of the Mol – was due in 2007. Yet it was completed only in 2008. The development and delivery of clear police vocational solutions also experienced notable

delays and finally advanced in the second half of 2008, with the adoption by the Parliament of a crucial amendment to the *Law on Internal Affairs*, which divided the Police Academy into two separate entities: the Centre of Police Training (CPT), in charge of in-service police training and under the direct supervision and budgeting of the Mol; and the Police Academy (formerly known as the Faculty for Security), falling under the supervision of the University of St Clement of Ohrid, based in Bitola.

In accordance with the Mission's mandate in police matters, and in line with the country's priorities, PDD's 2008 Programme was pursued following a twofold strategy that focused on Police Training and Community Policing and hinged on the following five priorities:

1. To help the Police Service and Ministry of Interior have increased capacity to implement the police reform.
2. To support the Ministry of the Interior in strengthening its structures and capacity to fight against terrorism, organized and serious crimes in line with international standards and conventions.
3. To assist the Ministry of the Interior in establishing an integrated and self-sustainable police training structure capable of improving police officer skills.
4. To help foster confidence building between the population and national institutions, and particularly the police services
5. To help improve integration of ethnic minorities, women, and vulnerable groups within the police and in its relations with society.

In 2008, the Department maintained 36 international staff posts located at the headquarters in Skopje, the Police Academy barracks in Idrizovo, and at Tetovo Field Station.

Throughout 2008, the Department developed and implemented seven relevant projects, and several activities aimed at supporting the Department's programmatic goals.

Overall, 2008 was a year in which most projects were completed successfully, and a number of them laid the ground for activities planned for 2009. However, structural deficiencies in the police organization and delays in implementing reforms have prompted continuous adjustments of the Department's programmatic activities. In some instances, they notably affected their implementation and effectiveness.

Police Training

Overall, 671 Police officers were trained in the courses organized or otherwise supported by the PDD TD in 2008.

The PDD provided advice and assistance to the Head of Human Recourses and the Mol in establishing and maintaining the CPT. It was also actively involved in assisting in the establishment of vocational training structures in the eight regional Sectors of Internal Affairs, by donating technical equipment and furniture. The centres will ensure continuous in-house education of police officers.

As part of the Department's efforts to help the Mol develop its in-service training structure, special focus was placed on delivering specialized trainings and ToT courses.

An Advanced ToT Training in Needs Analysis and Course Evaluation aimed at improving Mol staff member's capacities to identify training needs, and to deliver and evaluate courses. Participants also improved their ability to develop curricula.

A Judgmental Use of Force Course aimed at training Mol trainers in tactical Judgmental Use of Force, so to enable them to impart the same knowledge and skills in promoting officer safety approaches to officers of the Special Police Unit (SPU) "Tigers", the Rapid

Deployment Unit (RDU) and the Training and Support Police Unit (TSPU). The course was entirely practical and involved the use of a “Laser Shot Shooting Simulator”.

Two courses on *Management Skills for Police Station Commanders* were delivered to support the Mol in training the newly appointed commanders and to improve commanders’ managerial skills.

A five-day training on *Investigative Interviewing* was specifically planned for the staff of Skopje’s Sector for Internal Affairs. It aimed at improving officers’ basic communication skills and developing interviewing guidelines and Standard Operation Procedures.

A one-day refresher training course on *Election Safety and Security* was organized prior to the June Early Parliamentary Elections, in co-operation with the Mol Department of Public Peace and Order and the Human Resources Department. The course was attended by eighty-three police officers who had already been trained in 2006. The aim of the course was to refresh the trainers’ knowledge of the roles and responsibilities of the police in the pre-election period on and after Election Day, and of the Election Code, so to enable them to cascade the same training to all police officers countrywide.

Specialized courses and activities in the field of organized crime and border policing are further described in the following sections.

Border Policing

An *English Language Skills* training was delivered by border police training staff who had attended the Advanced English Language Course for Instructors. To support the Integrated Border Management Programme and development of in-service training, the PDD donated teaching materials and course books to the Sector for Border Affairs and Migration in Skopje, who distributed it to the respective training venues in the four border police regions.

The PDD facilitated an *Experts Assessment on Extended Access Control and Interoperability of Data at Borders* developed by the OSCE’s ATU. The activity aimed at supporting the Mol’s efforts to improve travel documents security, and to take concrete measures to implement the respective decision (MC.DEC/7/03).

The goal of a *Curriculum Development Course - Advanced Tactical Training in Judgmental* was to enhance the border police’s in-service training capacities in Advanced Tactical Training on Use of Force. Twelve participants learned how to develop a curriculum and to set up scenarios for the laser shooting simulation.

A *Curriculum Development Course – Forged Documents Identification* aimed at enabling selected officers to prepare curricula and final tests.

The PDD facilitated the *Installation of Document Verification Equipment at Border Crossing Points*. “VISPEC 2” devices – video-based inspection systems for verification of passports, travel documents, identity cards and banknotes – were installed at all of the country’s border crossing points. A few months after the installation, the Mol’s Sector for Border Affairs and Migration conducted an assessment of the effectiveness of the equipment. The findings indicated that within three months, the devices had enabled the border police of the Centres North and South to detect a total of 33 forged documents including travel documents, false stamps, license plates and work permits.

Co-operation with customs officials was instrumental in developing and delivering joint trainings with Border Police on border security and management-related issues, such as identification of forged documents and smuggling of drugs.

Organized Crime

An advanced ToT course on *Crime Scene Investigations & Crime Techniques* was delivered to eight officers of the Crime Scene Investigation (CSI) unit. The training took place in Turkey and was organized jointly by the OSCE, the Turkish International Cooperation and Development Administration (TIKA) and the General Directorate of the Turkish Police (GDTP). It mainly focused on DNA-biological evidence-gathering, and also dealt with CSI post-explosion cases, and cases of murder-homicide-rape and serious theft.

In the frame of a project on *Forensic and Crime Scene Investigation/Management Capacity Evaluation and Training Needs Analysis*, two experts from the GDTP conducted an assessment visit to the Forensic Laboratories in the Mol and in each Regional Sector. The evaluation was carried out to determine the effectiveness of the Crime Scene Investigation Course previously delivered, and to identify further training needs.

The purpose of an *Investigative Interviewing Skills Training* was to enhance the capacity of the Organized Crime Department staff in the area of investigative interviewing. More specifically it aimed at improving officers' communication abilities and understanding of the core skills that are necessary to plan and conduct effective interviewing.

Six investigators in Trafficking in Human Beings (THB) took part in a *Study Visit to the Hungarian Police Academy*. The activity followed up a similar visit organized in 2007. Participants were allowed to improve their skills in identifying THB cases and in co-operating with international counterparts. The visit also contributed to strengthening co-operation between the host country's and Hungarian police services.

A *ToT Seminar on Trafficking in Human Beings Investigations* aimed at improving investigators' knowledge of the responsibilities and roles of the various organizations that deal with THB. Through practical scenarios, the officers learned how to better identify victims, their needs and fears, and how to gain their trust.

The PDD also facilitated a *Disaster Victim Identification Course for Forensics and a Blood Stain Interpretation Training*, which were funded by TIKA and delivered by two experts from the Turkish Police. They targeted 14 Crime Scene Investigators from all the Sectors of Internal Affairs (SIAs) and aimed at improving their knowledge of Disaster Classification; Scientific Identification Techniques; Biometric Identification Process; Dactiloscopia (fingerprinting); Ante Mortem Fingerprinting and AM protocol; and Dental Examination for Identification. TIKA also donated to the Mol several pieces of forensic equipment, such as sophisticated cameras, video cameras, and laptops.

A five-day *Anti-money Laundering and Terrorism Financing* seminar was delivered to 12 investigators from all units of the Organized Crime Department and the Money Laundering Directorate. It aimed at improving participants' skills to follow a strategic and intra-departmental approach in conducting investigations.

Community Policing

In line with the Department's programme priorities, the Community Policing strategy pursued four priorities:

The *first priority* was to support further implementation and institutionalization of community policing practices through assisting the Mol in establishing *Local Prevention Councils* (LPCs) nationwide and in training the newly appointed *Inspectors of Prevention* who are exclusively entrusted with community policing tasks.

With a view to advance the Community Policing Programme, in 2007, the PDD and the Mol had introduced a new tool to improve partnership at local level – the LPCs. Of a distinctive

inter-institutional character, the LPCs had been conceived to ensure actual implementation of a new and comprehensive approach to public peace and order, with three key elements: strategy, partnership, and co-ordination. The LPCs had also been designed with the aim to ensure the institutionalization of the Community Policing practices, thus contributing to the progress of the country's European aspiration and commitments.

In 2008, the Department continued implementing the Local Prevention Council Project through delivering presentations on the LPC concept to local institutions and authorities nationwide. The PDD also succeeded in introducing this new concept and promoting the establishment of LPCs in 74 Municipalities throughout the country.

In addition, the PDD also delivered training in community policing and prevention practices to the newly appointed Inspectors of Prevention (IoP). 98 IoPs were trained in international community policing practices and methods, and were provided with the necessary skills to perform their duties and to instruct and supervise every police officer assigned to the Prevention Units.

The positive reception of the LPC concept by both the central and local authorities, allowed for the successful launch of two new initiatives: a National Prevention Council, and a regional LPC conference. The latter took place in Delcevo and gathered representatives of seven municipalities in the north-eastern part of the country comprising mayors, public prosecutors and police officers, who identified common concerns and discussed the development of an action plan to address them.

The *second priority* of the community policing strategy was to consolidate and expand the practice of *Citizens Advisory Groups (CAGs)* countrywide. Throughout the year, the PDD continued to promote the establishment of CAGs, which the Department had first introduced in 2002 as forums gathering police, citizens and municipal representatives to discuss community safety-related issues of communal interest. In 2008, 103 CAG meetings were held throughout the country, and nine new CAGs were established. By the end of 2008, the number of functioning CAGs nationwide totaled 139.

The *third priority* was to assist the Mol in developing, implementing and monitoring strategies and activities aimed at *improving co-operation and enhancing confidence between the police and citizens*, and at *addressing main public safety concerns*.

To achieve these goals, the PDD assisted in designing and implementing a number of awareness-raising activities launched and discussed at CAG meetings, or otherwise proposed by local stakeholders to address specific community concerns, such as environmental and road safety, fire and burglary prevention, juvenile delinquency, drug and alcohol abuse. Noteworthy were initiatives specifically targeting youngsters. Such activities entailed the establishment of a youth centre, Police Open Days and youth visits to police stations to raise awareness among young people of both police and citizens' duties and responsibilities within the community.

Furthermore, a new Survey on Community Policing was developed and conducted throughout the country with a view to help the Mol in streamlining its Community Policing Programmes and identify the level of police-citizens' trust and co-operation. The survey was conducted in September and its findings analyzed throughout November and December.

A *fourth priority* was to support the country's efforts to fulfil its OSCE and national commitments with regard to *policing in ethnic Roma communities*.

2005-2015 was declared the Decade of the Roma/Sinti Population and, further to the *OSCE Action Plan on improving the situation of Roma and Sinti within the OSCE Area*, in 2008, the Mission targeted extra resources to support the Mol in addressing policing in Roma

communities. Activities implemented in this field included promoting the establishment of thematic CAGs addressing concerns of local Roma communities; the creation of Roma CAGs; donations of scooters and bicycles to improve community policing in Roma areas; sport activities; training to raise awareness of the Roma culture and traditions among Police officers assigned to Roma areas.

Ten trainings on Roma history, tradition and culture and anti-bias were organized and delivered to 200 police officers from over 30 police stations of municipalities with the largest Roma minority. At the end of the trainings participants acknowledged that prejudices against the Roma population hindered effective policing and co-operation in addressing crimes and public safety in Roma areas. The project was also successful because the Mol decided to include the training material in the basic police training curricula.

Two more relevant Community Policing Projects focused on a *Domestic Violence Instructor Training Programme* and a *Fire Prevention Campaign*:

The *Domestic Violence Instructor Training Programme* pilot project aimed at assisting the Mol in improving the quality of police services and establishing a seamless approach to domestic violence investigations. It consisted in a five-day train-the-trainer seminar designed to promote among Tetovo local police a multi-discipline evidence-based approach to handling domestic violence investigations and to improve police investigative response and protection of victims of domestic violence. Beneficiaries were police officers, social workers and NGO's with a family and or women's focused agenda. It is intended to implement the project throughout the country in 2009.

The *Fire Prevention Campaign* was developed with a view to prevent an emergency, similar to the one which occurred in 2007, when 620 forest fires damaged 39,162 hectares of forest. The campaign was implemented in co-ordination with the Mol Crisis Management Centre. The activity entailed the delivery of informative materials, flyers and posters printed in the Macedonian, Albanian and Roma languages, through thematic CAG and LPC meetings.

Co-operation with OSCE Executive Structures

Throughout the year, the Department maintained regular contacts with all other departments of the Mission and with the other Executive Structures of the OSCE.

In June 2008, the PDD hosted a one-day *Lessons Learned Exercise* on collecting and comparing experiences in the OSCE field operations in South-Eastern Europe. The meeting was organized by the OSCE's SPMU with the aim to gather information from the field and preserve institutional memory in police-related issues (see p. 13). The meeting gathered police experts from the SPMU and the Heads of the Law Enforcement Departments from the OSCE field operations in Albania, Kosovo/UNMIK, Serbia, Montenegro and Skopje.

In June, the PDD hosted a one-day *study visit for a delegation from the Law Enforcement Department of the OSCE Mission in Serbia*. The delegation met PDD representatives and senior officials from the Mol Strategic Development Unit, Professional Standard Unit and Human Resources Department to share experiences and best practices in the areas of organized crime, border policing and community policing. Particular focus was placed on police training and the Mol's human resources strategy.

In July, the PDD jointly with the OSCE's ATU organized a three-day "Workshop on Extended Access Control and Interoperability of Data at Border Control" in Skopje. Attending were representatives of the OSCE Mission and the ATU, a team of international experts and experts from the Mol and border control. The workshop formed part of a multi-phase initiative which the ATU has been implementing in line with the OSCE Ministerial Council Decision No. 7/03 on Travel Document Security to enhance the Mol's capacities in combating global

organized crime and terrorism, including security of travel documents and effective border control. Discussions aimed at identifying key recommendations to facilitate implementation of international standards pertaining to security of travel documents and border control.

The PDD has actively supported and facilitated *cross-border co-operation between the host country's and the Albanian Border Police* since 2006. Ratification of the *Vienna Convention on Police Co-operation* by both countries in 2007 resulted in the arrangement of four cross-border meetings in 2008, which the PDD attended and monitored. The meetings resulted in joint submission of two documents: *Agreement on Regular Cross Border Meetings* and *Protocol on Mixed Patrolling*. The signing of the two documents took place in April 2008 at the Ministerial Meeting in Tirana, and both parties begun their implementation swiftly.

Co-operation with Partner Organizations and Bilateral Diplomatic Representations

Through chairing the International Community Weekly Security Meeting, the Department succeeded in maintaining regular contacts and in ensuring sharing of information on security-related matters and developments in both the host country and in Kosovo/UNMIK with the European Agency for Reconstruction (EAR), the European Commission, NATO, UNMIK, and with several diplomatic missions in the host country.

Interaction with the UK Embassy to Skopje was essential to ensure sustainability and effectiveness of a number of trainings and courses delivered to the MoI Organized Crime and Special Units.

Regular contacts with the US Embassy in Skopje were also maintained, particularly in order to ensure co-ordination with the US ICITAP in the delivery of a number of trainings. ICITAP financially contributed to series of trainings that the Department organized in Drug Identification and Interviewing Techniques, Human Trafficking Victims Identification, and Money Laundering and Terrorism Financing.

Regular contacts with the EU and the EAR were instrumental in ensuring sharing of information and co-ordinated efforts in the field of training.

In October, the MoI, in co-operation with ICITAP and the PDD hosted the "Balkan Police Training Leadership Meeting" in Skopje. The event was a follow-up to the "Conference on Police Training and Leadership", which was held in Tirana in July. The aim of the event was to co-ordinate activities in support of the preparation of the "Regional Police Training Leadership Conference" due to take place in May 2009. Attending the meeting were police officials from the host country, Albania, Montenegro and Kosovo/UNMIK as well as representatives of the PDD and ICITAP.

The Department established good co-operation with the Turkish International Cooperation and Development Administration (TIKA). In 2008, joint efforts allowed for the successful implementation and evaluation of courses in the field of Crime Scene Investigation and Forensics.

In June, the International Action Network on Small Arms (IANSA) organized "The Global Week of Action against Gun Violence" (WoA). The NGO "CIVIL" implemented the activity in the host Country. The PDD supported the campaign by providing advice in the field of community policing through its Community Policing Advisors (CPAs). It also financed campaign material (posters and flyers) and its distribution countrywide.

PDD's implementing Partner for the 2007-2008 projects "Quality Policing Service of Roma Areas Phase 1 and 2" was the "Foundation Open Society Institute – Macedonia" (FOSIM). FOSIM provided technical expertise in the needs assessment curricula design phases, and in the organization and delivery of the course on Anti-bias and Roma history and culture for non-Roma police officers working in Roma areas.

The PDD co-ordinated with the MoI, and “ADEKSAM Society”, a Turkish NGO based in Gostivar dealing with education, culture, community related activities and arts, a Traffic Safety Awareness activity for Gostivar ethnic Macedonian and Turkish schoolchildren.

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EASTERN EUROPE

The OSCE Office in Minsk

Background

The Office came into existence on 1 January 2003. Police-related activities are conducted in the frame of the Programme on Institution Building and Consolidating the Rule of Law.

Police Training

In August 2008, the OSCE Office in Minsk organized a ToT seminar on “Behavioural Skills”. The training was a follow-up project from 2007 and took place at the Training Centre of the Ministry of Interior in Minsk. The four-day seminar was conducted by a SPMU representative and a Dutch police expert. The training was based on interactive computer modules covering areas such as “Use of Force and Firearms”, “Communication Skills”, “Policing with Society” and “Domestic Violence”. The written evaluation of the participants after the event was highly positive, and discussions were initiated regarding a continued support by the OSCE Office in Minsk for police training. The training had a direct impact on the changes in the curriculum of the Training Centre of the MoI, and the national teaching staff started using the material from the training sessions in their work.

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The OSCE Mission to Moldova

Background

The Mission’s involvement with the police service in Moldova increased in 2008 with assistance and advice being provided in relation to amendments on the policing of public assemblies, development of police reform, the participation of police and Ministry of Interior officials in outside events, and in the Mission’s Anti-Trafficking and Gender Programme.

The Mission had no Unified or Extra Budget allocations for policing projects and where it gave support, this was done in the context of the Mission’s mandate which is related to the settlement of the Transnistria conflict, and includes the following activities: “...providing advice and expertise, as well as a framework for other contributions, on human and minority rights, democratic transformation, repatriation of refugees, and the definition of a special status for Transnistria...”

Policing Public Assemblies

At the end of 2007, the Mission had commented on a draft *Law on Assemblies*. This law introduced more liberal norms on the policing of assemblies in Moldova and was adopted by the Moldovan Parliament in February 2008. In July 2008, the Mission signed an implementation agency agreement with a local Human Rights NGO on monitoring the

application of the new law. Also, in October 2008, Mission members took part in one of six training sessions on freedom of assembly issues for police and local authorities, which this time was held in the Gagauz Autonomous Region of Moldova.

Support to Police Reform and Capacity Building

The Mission continued to support police reform and capacity building in Moldova. In January 2008, the Mission funded a study visit to Croatia by four Moldovan police officials in connection with the development of a Community Policing project through a project jointly implemented by the MoI, the UK NGO "Saferworld" and the Moldovan NGO "Institute for Public Policy". This project formed part of the work on drawing up an Institutional Development Plan which was launched at an OSCE funded workshop in November 2008. The workshop was attended by a representative of the OSCE SPMU. As a follow-up to this activity, the Mission facilitated a visit by the Head of the SPMU to Moldova in December 2008, where meetings were held with officials of the MoI and NGO representatives. On the basis of this visit, OSCE assistance with study visits and other activities related to the implementation of the Institutional Development plan was offered and will be carried forward in 2009.

The Mission financed or otherwise assisted the participation of MoI and police officials in the following OSCE-sponsored events:

- "Regional Workshop to enhance Law Enforcement and Judicial on the Balkan Drug Routes", held in Istanbul on 24-25 January 2008;
- "Expert Conference on International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors", held in Vienna on 17-18 July 2008;
- "Human Dimension Implementation Meeting", held by the OSCE Office for Democratic Institutions and Human Rights, Warsaw, 29 September-10 October 2008;
- Annual Police Experts Meeting on "Fighting the Threat of Cyber Crime", held in Vienna on 30-31 October 2008.

Anti Trafficking

The Mission's Anti Trafficking Officer held monthly technical co-ordination meetings for international and local officials and NGOs involved in the wider effort to combat Trafficking in Human Beings in Moldova. Local and District level police officials took part in these meetings.

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The OSCE Project Co-ordinator in Ukraine

Background

The OSCE Project Co-ordinator in Ukraine (OSCE PCU) acts according to the Memorandum of Understanding between the OSCE and the Government of Ukraine of 19 July 1999. The aim of this form of co-operation initiated between the OSCE and the Ukrainian authorities is to support Ukraine in adapting legislation, structures and processes to the requirements of a modern democracy. This co-operation is based on the planning, implementation and monitoring of projects between relevant authorities of Ukraine and the OSCE and its institutions. Such projects may cover all aspects of OSCE activities and may involve

governmental as well as non-governmental bodies of Ukraine. The OSCE PCU's police-related activities are implemented through its Rule of Law and Human Rights Programme.

In accordance with the MoU, the Co-ordinator's staff is composed of a core of internationally and locally hired staff, as well as internationally or locally hired experts and technical staff required for the implementation of the projects. The size of the Co-ordinator's expert staff may be changed as required by projects. In 2008, the total number of international staff funded under the Unified Budget was three.

Police and Human Rights/ Human Rights and Detention

Since 2006, the OSCE PCU has supported the efforts of the Ministry of Interior of Ukraine (Mol) and civil society in establishing fully functional and efficient civil monitoring mechanisms for detention facilities to ensure the respect for human rights during pre-trial detention in Ukraine. In 2008, upon request by the Mol the OSCE PCU launched the project "Development of National Preventive Mechanisms against torture and ill treatment in establishments of the Ministry of Interior of Ukraine and the State Department of Ukraine on Execution of Sentences" aimed at developing and strengthening the Mobile Monitoring Groups (MMGs) system as a National Preventive Mechanism (NPM) in accordance with the *Optional Protocol to the UN Convention Against Torture (OPCAT)*. The project also aimed at supporting the development of an efficient zero-tolerance national policy towards torture and ill-treatment.

The 2008 project was structured not only to enhance the MMGs activities within the Mol but also to prepare the climate conducive for NPM extension to the penitentiary system of Ukraine and to specialized medical, asylum seekers and refugees facilities. The PCU's strategic approach embedded into the 2008 project, which aimed at promoting the zero-tolerance policy towards torture and ill-treatment at the highest national level, resulted in the adoption of the *Concept of National Policy to Prevent Tortures, Inhuman and Degrading Treatment or Punishment* by the National Commission for Strengthening Democracy and the Rule of Law at the President of Ukraine.

By the end of 2008, the NPMs were spread almost nationwide. MMGs, which were comprised of civil society representatives and police officers conducted 103 visits to territorial police custody sites in 14 regions of Ukraine. These visits, which were supported by the project produced a spill-over effect encouraging civil society to be more actively engaged in MMGs work and civil monitoring of detention facilities. As a result, MMGs conducted a total of 520 visits during the period of 2006-2008. Activities, reports and recommendations of the MMGs have constantly been in the focus of Mol regional and central civil councils. Many MMG members have become regional representatives of the newly established Office of the Police Ombudsman of the Ministry. In addition, this specialized agency has been specifically entrusted to support the MMGs activities on behalf of the Mol.

During 2008, a number of trainings were conducted for newly recruited MMG members. In addition, the OSCE PCU supported the "East European Conference of NPM Members" held in Sudak (AR Crimea) on 5-8 October 2008. The Conference gathered delegates from Bulgaria, Finland, Romania, Slovenia, Switzerland, the UK and Ukraine as well as representatives from the Association for Prevention of Torture, Office of the Parliamentary Ombudsman of Ukraine, and the Ministries of Justice and Interior. Participants discussed a number of issues of the NPM operations, exchanged positive experience and evaluated NPM progress achieved in Eastern Europe. The PCU considered this initiative of annual international conferences to be highly efficient and worthy to be further supported.

The MMG system is comprehensive, including a system of continuous training, a legislative framework, a code of ethics for its staff and a procedure of standardized reporting. The system provides a good example of integrated action between civil society, the Mol and the

police. It is notable in being focused on police detention, a notoriously difficult area to tackle and one where torture is often found to be prevalent.

The positive results achieved from the 2006-2008 project led to further co-operation. The State Department of Ukraine for Execution of Sentences (Penal Department), which is responsible for managing the national penitentiary system, proposed to co-operate with the OSCE PCU in adapting and implementing the valuable experience gained from the Mol projects. It is intended to apply this experience to the penitentiary system of Ukraine in 2009.

Trafficking in Human Beings

During 2008, the OSCE PCU implemented a number of activities aimed at assisting the Ukrainian authorities in combating trafficking in human beings and domestic violence. These activities were conducted within the framework of projects funded from both the OSCE's Unified Budget and ExB contributions. The expertise of various OSCE institutions, including the SPMU, was used in designing and implementing some of these activities, as described below.

The OSCE PCU continued the implementation of activities aimed at raising awareness of the precinct police inspectors working under the Mol of Ukraine about the problem of trafficking in human beings and encouraging them to integrate in their daily work activities addressing the prevention of trafficking, prosecution of offenders, and protection of victims. Nine regional trainings for the local heads of precinct police inspectors were conducted in the Donetsk, Khmelnytsky, Luhansk, Mykolayiv, Rivne, Ternopil, Transcarpathian and Volyn oblasts of Ukraine. Building upon these activities, the PCU fostered closer co-operation by precinct police and local anti-trafficking NGOs through training and networking meetings which focused on preventing crime and identifying trafficked victims. Overall, more than 1,500 local precinct police inspectors benefited from participation in some 70 training sessions. In addition, during 2008, the OSCE PCU disseminated 535,000 copies of specialized booklets, posters and information cards on trafficking in human beings targeting precinct police inspectors. The material had been published in 2007.

The OSCE PCU also continued to assist the Anti-Trafficking Department of the Mol with the investigation of criminal cases related to trafficking in human beings contained within the article 149 (trafficking in persons) of the Criminal Code of Ukraine. Particularly, this included facilitating translation of criminal files obtained through the mutual legal assistance procedures. Overall, about 30 anti-trafficking criminal case files were translated.

Taking into consideration the trans-national character of this crime, its successful investigation also depends upon close working contacts between law enforcement officers and their ability to exchange information in an expeditious manner. Upon request by the Mol, the PCU facilitated the provision of English language training for ten officers from the Department for Combating Crimes Related to Trafficking in Human Beings. In addition, the PCU facilitated the participation of representatives of the Ukrainian Mol, Security Service of Ukraine, Supreme Court of Ukraine and General Prosecutor's Office of Ukraine, as well as the Academy of Judges of Ukraine and the National Academy of Prosecutors of Ukraine in a number of international events that focused on the prosecution of various forms of trafficking in human beings.

Domestic Violence

The PCU, in co-operation with the Ukrainian Mol and the ODIHR, facilitated a study trip of representatives of the police and NGOs to Vienna to learn about the Austrian response to domestic violence. The trip was expected to result in the development of a police training programme on combating domestic violence in Ukraine.

Assistance in Reforming and Increasing the Efficiency of the State Border Guard Service of Ukraine

During 2008, the OSCE Project Co-ordinator in Ukraine carried out projects aimed at:

- Assisting the State Border Guard Service of Ukraine (SBGSU) in strengthening its operational capacities to carry out effective border security risk assessments and criminal analysis by providing modern equipment;
- Assisting the SBGSU in strengthening professional capacities of its staff to carry out risk and criminal analysis by providing capacity building training and organizing professional exchanges with EU countries' border agencies; and
- Assisting the SBGSU in modernizing existing risk and criminal analysis systems and, by this means, facilitating transition from a military structure to a law-enforcement agency.

The PCU provided the SBGSU with IT equipment, software, and furniture for 76 working places in the six recently reformed Criminal and Risk Analysis Units in Kyiv, Odessa, and Kotovsk and in 20 newly-created Risk Analysis Border Field Offices in Bilgorod-Dnistrovskiy, Izmail, Chernivtsi and other towns and villages along the Ukrainian state border.

The PCU also selected two international trainers to conduct four one-week risk analysis trainings in Ukraine for more than 80 border officers.

The project has been closely co-ordinated with other border projects, especially those implemented by the Mission of the International Organization for Migration in Ukraine (IOM), as well as with activities of the European Union Border Assistance Mission (EUBAM) conducted both in the same geographical area and in the fields of organizing trainings and providing equipment. These activities were carried out in co-operation with the SBGSU.

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SOUTHERN CAUCASUS

The OSCE Office in Baku

Background

The Police Assistance Programme for Azerbaijan is based upon a needs assessment conducted by the SPMU in 2003. The assessment had identified three main areas of policing that required international support: the development of a community policing model; a review of the curriculum at the Centre for Police Induction Training; the introduction of best practice-based teaching methods; and the development and introduction of a modern curriculum for traffic police training.

Since the initial introduction of the Police Assistance Programme, further activities, programmes and projects have been implemented, and the Office has increased the resources devoted to police assistance. In 2008, police-related activities of the Office were implemented by four international and three national mission members.

Twinning and the Induction Training Centre

As 2008 started, the refurbishment of the Police Induction Training Centre was complete, and the implementation of the new curriculum that doubled Azerbaijan's basic police recruit training from three to six months was introduced. The new curriculum consisted of subjects such as Community Policing, Communication, Domestic Violence, Human Rights, Juvenile Justice, Specialized training, language and computer classes.

The main objective in late 2007 and in 2008 was to create favourable conditions for the application of the new curriculum developed by the Twinning Partner, the Department of Police Education, Training and Police Schools of the Ministry of the Interior of the Czech Republic and continue the training of the team of 42 instructors of the Police School in the new methods of teaching the new subjects.

In late 2007, the Office facilitated the visit of some instructors of the School to the Police School in Prague and the Training Centre in Domajlice. The training covered the topics of community policing, human rights and specialized training.

In 2008, the Office facilitated training for those instructors of the School who had not participated in the previous training in Prague. The training took place both in the Czech Republic and in Baku. In February, a ToT course on physical preparation and self-defense tactics; and a shooting training for selected instructors took place at the Police School in Baku. In May, another ToT course with a focus on specialized training for selected instructors was conducted in the Czech Republic.

In addition, Czech police educators visited the Police Induction Training Centre in Baku in September and December in their roles as monitors and mentors, to make presentations on model situation classrooms, to prepare the integrated system of education, and to monitor the application of the new curriculum.

The Czech police educators put together a set of recommendations, which entailed the continuation and extension of long-term co-operation between the Ministries of Internal Affairs of Azerbaijan and the Czech Republic in 2009. The recommendations included an official visit of the Chief of the Police School to the Czech Republic, accompanied by

Ministerial officials; and the establishment of a working group with the main task to fully incorporate the best practices of the Czech Republic into the Azerbaijani police education system.

Community Policing

In the second half of 2006, the Office had started to introduce the community policing principle of embracing the wider community in the work of the police in their role as service providers. In 2008, the Office continued this approach with great success in the pilot cities of Mingechevir and Shirvan under the guidance of two Turkish police experts, seconded to the Office.

During 2008, new types of community policing activities were introduced in Mingechevir with special emphasize on crime prevention (public meetings with ex-prisoners, retired officers and veterans; launching the public complaints implementation project (city-wide boxes); conducting seminars on “Improving the Process of Hospital-reported Crimes and Domestic Violence”; producing short movies on crime prevention; and launching a Community Policing internet page).

As a result of over two years of successful activities, the Government of Azerbaijan initiated the expansion of the project principles in eight more cities/regions.

Upon approval by the Ministry, a mobile training team of the Office, composed of PolMil staff, paid regular visits to the expanded sites and provided the senior police officials at those locations with necessary information on democratic policing and international best practices in community policing.

On 16 December, the Office, in co-operation with the Ministry of Internal Affairs organized a meeting of high ranking police officials from the Police Departments of ten regions/cities. The meeting was attended by the Deputy Chief of the Public Order Department of the MIA, along with chiefs, deputy chiefs and chiefs of public order units of ten city and regional police departments. The participants were provided with an overview of international best practices in community policing, Azerbaijani experience of the project, and goals to be reached in 2009.

The meeting established a platform to discuss the achievements and best practices of the Community Policing project and to exchange the ideas on its best application in the newly extended cities/regions. The meeting was the first of its kind and is intended to be followed-up by a first “National Community Policing Conference”.

Taking into account the good efforts of the host Government, the Office intends to facilitate the application of community policing practices to all the expanded sites in Azerbaijan.

Freedom of Assembly – Development of Professional Capacity for Urban Police

In 2005, the OSCE Office in Baku had started training the staff of Azerbaijan’s urban and regional police stations on modern techniques to permit the safe and lawful exercise of freedom of assembly. This training programme was continued into 2008 and focused on the appropriate use of non-violent methods of crowd control. The training was conducted by police trainers from the German State of Schleswig-Holstein and by trainers from the International Training Centre of the Ministry of Justice and Law Enforcement of Hungary

In advance of the Presidential elections set for October 2008, the Office undertook a major effort to prepare the police by providing extensive training in crowd control as part of a comprehensive effort to make sure that the police and responsible officials had the best possible understanding of public assembly management, including international human rights standards.

In addition to putting a large body of its own resources into the training programme, the Office provided leadership and co-ordination to the efforts of other participating States, including France, Germany, Hungary, Turkey, and a US-based implementing partner. As part of this project, the Office received full co-operation from the MIA of Azerbaijan, which provided ongoing logistical support to the training teams and ensured that relevant police and Internal Troops attended the training.

An initial co-ordination meeting was held on 18-19 January 2008, and provided a platform for exchanging information on past experiences and upcoming activities. All key international donors agreed that they would co-ordinate their activities in public assembly management training, an agreement embraced by the representatives of the Internal Troops and the MIA.

As a next step toward implementing the planned activities, the Office, from 12-17 February 2008, hosted technical experts from Germany, Hungary, Turkey, and an international consultancy firm to assess the training needs of the relevant agencies of the MIA. As a result of the one-week assessment, a report was drafted, which contained a detailed training plan and a weekly training schedule through June 2008.

The training itself started in mid-March and continued until the end of June, with a comprehensive plan setting out five different training courses for each week; all planned meticulously to allow for the best possible outcome. The training was kept as practical as possible, and followed the principles of a measured, proportional response consistent with best international practices.

Training was provided for all levels of those responsible for public assembly management, from the 'line' police all the way up to the senior leadership levels. Overall, 830 members of the Internal Troops and 564 members of the police received 'responsibility-appropriate' training in 2008.

Organized Crime

The Office facilitated the training of relevant Azerbaijani Government representatives in Azerbaijan and a number of participating States. The Rule of Law Department of the Office conducted a two-day workshop to raise awareness among law enforcement bodies of existing legislation and international mechanism to tackle money laundering. 21 judges and 10 prosecutors participated in the workshop that took place on 30 June and 1 July 2008.

The Office assisted delegates from Azerbaijan to attend the "Expert Conference on International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors", held in Vienna on 17-18 July 2008. Furthermore, senior officials from the Ministry of National Security attended the "International Conference for Law Enforcement Co-operation" in Washington DC, 16-17 October 2008.

Furthermore, the Office co-financed the participation of a team of Azerbaijani Interpol officers in a Criminal Analysis training organized jointly by the OSCE Mission to Georgia and the Interpol National Central Bureau of Georgia. The participants were trained on the intelligence process, such as inference development, flow charting, case analysis, matrixes and link charting.

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The OSCE Mission to Georgia

Background

Since 2004, Georgia is pursuing a broad range of reforms aimed at introducing democratic governance. This strategic objective of the elected Georgian authorities is underpinned by the understanding that corruption and organized crime pose a direct threat of derailing of the transformation strategy. Accordingly, the Georgian authorities have identified a wide-ranging reform of law enforcement agencies as a key element of their overall strategy of change management. In line with the Mission's mandate the Police Adviser of the OSCE Mission to Georgia actively provides advice on all issues of police reform and security to the Ministry of Internal Affairs of Georgia.

The Mission established and chaired an "International Police Assistance Group in Georgia", which was comprised of representatives from various embassies and international organizations. The group maintains a matrix on police assistance which is shared among international donors.

Police-related activities of the Mission were implemented by one international and one national staff member.

Following the armed conflict in Georgia in August 2008, and subsequent withdrawal of the Russian Federation armed forces from the areas adjacent to South Ossetia in October 2008, the Mission monitored the re-deployment of the Georgian police into these areas, right up to the administrative boundary of the former Autonomous District of South Ossetia.

Building Police-Public Partnership and Criminal Prevention

In 2008, the Mission conducted a short-term project which aimed at strengthening the Georgian police capacities in the area of community policing and building police-public partnership.

The Mission conducted trainings for neighborhood inspectors and patrol police officers in various regions of Georgia. As a continuation of the earlier elaborated basic training curriculum, the Mission, in collaboration with the Police Academy developed an advanced training curriculum on community policing. Both curricula were to be incorporated into the envisaged extended basic police training and would also be used for in-service training.

In co-operation with the MIA, a project on strengthening capacities in the field of criminal prevention was conducted.

Due to the armed conflict of August 2008, concrete project activities had to be suspended.

The Mission's Police Adviser was actively involved in the drafting process on the OSCE handbook on *Good Practices in Building Police-Public Partnerships*.

Police Human Resource Management

In collaboration with the Police Academy, the Mission was actively involved in reforming the human resource management system. The Mission provided advice and conducted training on interviewing techniques.

The implementation of a new psychometric test for personnel selection was successfully achieved.

In addition, the Mission proposed new personnel regulations and organizational structures to the MIA.

Police Academy of Georgia

The Mission contributed to the strengthening of training capacities at the Georgian police education institution. A new language centre was established in a joint effort between the Mission and the U.S. Embassy in Tbilisi.

Furthermore, the Mission facilitated the refurbishment of parts of the Police Academy buildings and financed the renovation of a conference hall.

The Mission donated IT equipment and furniture with the aim of further improving the training conditions.

The Mission continued providing advice to the Academy's management to improve the current six-week basic police training and to develop an extended six-month basic training curriculum. In addition, the overall training management and co-ordination at the Police Academy was advised by the Mission.

The Police Academy, in co-operation with the Mission, facilitated the Association of European Police Colleges' (AEPC) executive committee meeting in Tbilisi. Following this event, the Mission facilitated the conference "The Role of the AEPC and CEPOL in the Implementation Process of Georgia's EDP Action Plan in the Police Education Sphere".

Furthermore, the Mission facilitated the active participation of one Academy staff member in the drafting process of the OSCE handbook on *Good Practices in Basic Police Training – Curricula Aspects* in Vienna.

In April 2008, the Mission also facilitated the participation of two Georgian police officials at the SPMU–UNODC workshop on "Strengthening International Legal Co-operation among the OSCE Participating States to Combat Transnational Organized Crime" in Vienna.

In October 2008, two Georgian representatives participated in a "Civilian Crisis Management Basic Course" in Budapest.

Policing in the Georgian-South Ossetian Zone of Conflict

Until the breakout of the armed conflict in August 2008, the Mission's Police Adviser conducted regular meetings with the Georgian MIA and the de-facto Interior Minister of South Ossetia with the aim to contribute to the establishment of law enforcement co-operation and to improve the general security situation.

The Police Adviser, in close co-operation with the OSCE Military Monitoring Officers monitored the re-deployment and actions of the Georgian police in the areas adjacent to South Ossetia.

In this context, the Mission monitored and evaluated relevant incidents which occurred in the areas adjacent to South Ossetia and right up to the administrative boundary of the former Autonomous District of South Ossetia.

Border Policing

In May 2008, the Mission expanded its support of the Georgian border security and management agencies through the launch of the Transitional Institutional Support Programme (TISP). The one-year programme was partially financed by the Austrian, Czech and Finnish governments, and was organized by the OSCE Mission to Georgia in co-operation with the OSCE Offices in Baku and Yerevan.

Activities in 2008 included training for the Georgian border security and management agencies on: combating trans-border organized crime; criminal procedure code; risk management; combating terrorism; and threat assessment. About 155 participants from the Georgian Border Police (GBP) and Revenue Service completed this training by the end of 2008. The training was provided at the OSCE facility in the GBP Lilo Training and Re-Training Centre.

In addition to this law enforcement training, a series of cross-border workshops for the Georgian border security and management agencies and their neighbouring counterparts from Armenia, Azerbaijan and Turkey were conducted at the main land border points of entry into Georgia. Topics covered during these workshops included: an introduction to the integrated border management strategy and the practical implications of implementation; falsified documents; human rights; nuclear smuggling; smuggling in the Caucasus region and trafficking in human beings.

Terrorism and Organized Crime

Between October and December 2008, the Mission supported the Transitional Institutional Support Programme (TISP) in organizing three trainings to ensure the efficiency of the Georgian Border Police in combating terrorism and organized crime.

In October, the Mission facilitated the participation of two Georgian representatives at the OSCE Annual Police Experts Meeting on "Fighting the Threat of Cyber Crime" in Vienna.

In line with the co-operation and co-ordination on combating terrorism with the Secretariat's Action against Terrorism Unit, the Mission provided support through the facilitation of participation of Georgian officials to several events organized by the OSCE Secretariat:

- "OSCE Conference on Partnership of State Authorities, Civil Society and the Business Community in Combating Terrorism";
- "OSCE Workshop on Preventing Violent Extremism and Radicalization that Lead to Terrorism";
- "OSCE Workshop on Dialogue between Media and Law Enforcement/Intelligence Agencies Active in the Field of Organized Crime and/or Counter-Terrorism".

Upon request by the ODIHR, the Mission, in July 2008, organized a training of criminal police, prosecutors, justice and Parliament officials in Batumi on "Protecting Human Rights while Combating against Terrorism."

To enhance the Georgian institutional capacity and inter-agency co-operation in the field of combating terrorism and organized crime the Mission continued to provide support to the Counter Terrorism Center of the Ministry of Internal Affairs through funding the participation of two senior officials to the International Bomb Data Centre Working Group Meeting (IBDCWG) in Louisville, USA, where the Georgian Bomb Data Centre was granted an observer status.

In November 2008, the Mission organized a regional training for law enforcement officials from Armenia, Azerbaijan, and Georgia called "Anti Terrorism Officer Course" in order to improve the readiness of anti-terrorism forces in the Caucasus region.

A training on "Understanding Bomb Data Center Concept" was facilitated in March 2008 to develop the capacities of the Georgian and Azeri Counter Terrorism Agencies to fight effectively against terrorism and organized crime.

Upon request by the MIA, the Mission organized the third regional training of Georgian, Azerbaijani and Armenian Interpol officers in operational criminal analysis in Tbilisi in December 2008.

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The OSCE Office in Yerevan

Background

The Office in Yerevan contributes to the development of democratic institutions in the country, strengthening civil society, promoting OSCE standards and principles. One national and one international staff assisted by two international police experts are involved in the Office's police-related activities.

Community Policing

In 2008, much of the focus of the Office's activities in the field of community policing has been on the effective functioning of the pilot community policing unit and showcasing it as a model to be implemented throughout the country.

Recruitment for the unit was completed in March 2008 and the police officers of the unit received three weeks initial training by OSCE international experts and trainers of the Centre for Induction Training of the Armenian Police. As of 1 April, the Local Police Unit, as it is has been called has been operative at a temporary outreach station in Arabkir District.

After the completion of the construction of two outreach stations in December 2008, the territorial responsibilities of the unit were expanded and the number of police officers added up to fifteen.

The office has also launched its first initiatives to start gender mainstreaming within the police organization: two police officers, assigned to the Community Policing Unit are female officers. The unit can serve as "role model" towards potential female police recruits. The office will also closely monitor CAG meetings to ensure female participation in the meetings.

In summer 2008, the unit, together with the OSCE community policing experts organized two Police Open Days to show the new service oriented, friendly and partnership-based style of policing. Such type of events will be organized periodically as a supportive tool to improve public image and acceptance of the police.

Throughout 2008, in order to identify key players within the communities and broader introduce the new policing model, the community police officers, together with international experts periodically visited schools and institutes in Arabkir district to speak about police work with children and students, and to establish co-operation with the teachers.

As a sign that police-public partnership has been taking root, the local police unit and the local municipality have engaged in co-operatively solving local problems. Further joint projects and discussion on setting up a public safety council are being planned.

In order to transform the pilot community policing model into a nation wide concept a joint working group was set up under the Agreement signed between the OSCE and the police in

November 2008. This group, through its recommendations and co-ordination activities, aids the process of the adoption of a model on strengthening police-public partnership applicable in Armenia, taking into account the lessons learned of the current pilot project on community-based policing in Arabkir police district.

Police Training

Together with the SPMU, the Office continued collaborating with the leadership and staff of the Police Centre for Induction Training on modernizing the training curriculum taught there. Further changes to the Training Centre's curriculum have been proposed in line with the recently finished OSCE handbook *Good Practices in Basic Police Training – Curricula Aspects*.

In order to improve the police educational system a joint Police/OSCE working group was set up under the Agreement signed between the OSCE and the police on 27 November 2008. The group will draft a strategy on police education reform based on mutual trust and co-operation between the police and the public.

Public Order Management

The Agreement signed between the OSCE and the police on 27 November 2008 also envisaged co-operation in the field of Public Order Management. The Office's initial steps in this project will be to identify needs, timelines and funds needed for the assistance in public order management. The conclusions of the needs assessment will serve to set the benchmarks for further OSCE assistance in this field.

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CENTRAL ASIA

The OSCE Centre in Ashgabad

Background

In accordance with its mandate, the OSCE Centre in Ashgabad assists the host country in implementing OSCE principles and commitments, facilitates the exchange of information, and promotes the host country's co-operation with the OSCE.

Training Activities

In 2008, with the assistance from the Centre, more than 20 law enforcement officers from Turkmenistan participated in various SPMU events abroad. In October, Turkmen representatives participated in the "Annual Police Experts Meeting" in Vienna, and in November, the country sent five participants to a "Roundtable on Democratic Policing", organized by the OSCE in Almaty. The Centre also facilitated the participation of one official from the Ministry of Interior of Turkmenistan in a "Central Asian Forum on Criminal Justice", organized by OSCE/ODIHR in Astana in September 2008.

During the year, the Centre in Ashgabad organized, in co-operation with local and international partners, a number of training events in the area of Travel Document Security, Effective Stockpile Management and Security and Destruction of SALW and Conventional Ammunition, and X-ray Image Interpretation. More than 15 officials from the MoI benefited from these practical training courses throughout the year. The Centre also delivered a series of training courses on international law standards regarding the rights of the accused at the pre-trial stage with the participation of investigators from Turkmenistan.

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The OSCE Centre in Astana

Background

The Centre in Astana was established as the Centre in Almaty in 1998 before it was renamed in 2007. It promotes the implementation of OSCE principles and commitments; facilitates contacts and exchanges of information, and provides assistance to the Government of Kazakhstan on awareness raising and training, inter alia.

In 2008, the Centre, in co-operation with the SPMU and the Kazakh Ministry of Internal Affairs continued to work on the implementation of the Police Development Co-operation Project and conducted a number of events dedicated to the issues of democratic policing and public oversight. In addition, the Centre organized a range of exchange visits intended to prepare the ground for new projects in 2009. Furthermore, as part of its awareness raising events on OSCE activities, the Centre made a presentation for more than 300 police officers. This lecture was organized in co-operation with the MIA and covered topics related to the history, structure and the work of the OSCE in general, as well as the activities of the Centre

with the main focus on the politico-military dimension and co-operation with Kazakhstan on police-related issues.

Compared to the previous year, co-operation with the MIA intensified significantly and will be further developed in 2009.

Police Democratization

To raise attention on the issue of democratic policing, the Centre, in co-operation with the MIA and two NGOs – "the Legal Police Research Centre" and the "Charter for Human Rights" –, organized a conference in Astana on the "Improvement of Activities of Interior Bodies: Democratic Principles and the Role of Civil Society". The event was attended by representatives of Kazakhstan's law enforcement agencies, NGOs, international experts and diplomatic missions. Participants actively discussed further democratization of police through closer co-operation with the civil sector, legislative reforms and the respect for human rights.

To continue capacity building in the area of police democratization, the Centre, in co-operation with the SPMU and the MIA, organized a regional roundtable on the "Operationalization of the Guidebook on Democratic Policing in View of Police Powers and Oversight Mechanisms". The event focused on three essential aspects of democratic policing: police powers, police ethics and human rights in the context of arrest, detention, custody; public order management; and mechanisms and instruments for controlling and measuring police activities (see p. 14).

Public Oversight of Police Activities

As a follow-up to previous years' activities on public monitoring of police activities, the Centre continued to support the "Public Foundation Charter for Human Rights" in monitoring police stations and pre-trial detention centres in Kazakhstan. In the framework of the project, a group of independent monitors carried out a number of visits without preliminary notifications to places of custody and police stations in Almaty. The main goal of the project was to prevent torture and other inhumane treatment of prisoners.

By the end of the first phase of monitoring, the Centre, jointly with the "Charter for Human Rights" organized a seminar on "International Standards and Human Rights in Police Stations and Pre-trial Detention Centres: Institute of Public Monitoring and Law Enforcement Practice". During the seminar, the "Charter of Human Rights" presented results of its monitoring activities to the representatives of the MIA, Almaty police units and the Prosecutor General's office, as well as to human rights advocates and the mass media.

Participation of Kazakhstan's Police Officers in International Workshops.

The Centre continued to support the participation of Kazakh law enforcement officials in a number of workshops abroad, namely in:

- Workshop on "Strengthening International Legal Co-operation among the OSCE Participating States to Combat Transnational Organized Crime", Vienna, 7-9 April (see p. 16);
- OSCE-UNODC Workshop for legal experts in Central Asia on "Seizing, Confiscating and Sharing/Returning of Proceeds/Instrumentalities of Crime Transferred to Foreign Jurisdictions", Almaty, 9-11 July (see p. 16);
- OSCE Expert Conference on "International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors", Vienna, 17-18 July (see p. 18);
- OSCE Regional Workshop "Police and Inter-agency Co-operation in the Fight against Terrorism in Central Asia"; Tashkent, 29-30 September (see p. 18);
- International Conference for Law Enforcement Co-operation in Combating Organized Crime, Washington, 16-17 October.

Community Policing

To promote community policing in Kazakhstan, the Centre facilitated the visit of two police experts to assess the possibility of launching a pilot project on community policing in Astana city. This assessment visit had previously been agreed to during a meeting of representatives of the MIA and the OSCE Senior Police Adviser. During the assessment, experts undertook a number of interviews with various departments of the Ministry as well as with the Astana Police. In addition, the MIA organized a visit to Karaganda Law University, where the experts had a chance to discuss with the administration academic programmes for police officers. The Centre also organized a series of meetings with representatives of civil society and the OSCE/ODIHR Rule of Law Programme Co-ordinator. As a result of the assessment, the experts developed concrete recommendations on potential steps in developing community policing in Kazakhstan. The report was forwarded to the SPMU for review, and any further actions, i.e. financing and a project proposal are intended to be discussed in 2009.

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The OSCE Centre in Bishkek

Background

The OSCE Centre in Bishkek (CiB) was established in 1998 to promote the implementation of OSCE commitments, facilitate the exchange of information, and to encourage Kyrgyzstan's further integration into the OSCE community. In 2003, a Police Assistance Programme was launched with the aim of facilitating structural police reform.

Since January 2007, the Police Reform Programme has been operating as a cross-dimensional programme of the CiB, and integrated within the Unified Budget. This helped to increase the Programme's sustainability and effectiveness and decreased the Programme's dependence from extra-budgetary contributions. It thus allowed more efficient planning, implementing and monitoring of programme activities. In 2008, the Police Assistance Programme was implemented by four international and seven national staff members.

The joint implementation of the CiB Police Reform Programme with the Ministry of Interior of the Kyrgyz Republic resulted in creating certain preconditions for police reform, such as improved capacities of criminal police and a transition initiated to intelligence led policing; an improved system of police education and professional development; capacity building in public order management; continuous establishment of partnership relations between the police and the public; and capacity building of local experts to undertake and ensure sustainability of police reform.

Along with these achievements, the implementation of the programme has also revealed a number of challenges to be addressed: insufficient co-ordination of forensic, investigation and operational-search units and a lack of financial, technical and human resources at all levels of the police. The lack of efficient co-operation and systematic communication between law enforcement institutions represents the main challenges to the reform process.

In 2008, the CiB continued facilitating the participation of Kyrgyzstani officials in a number of international events, which were organized by the SPMU. The purpose of the events was to

promote discussions and exchange experience in the areas of combating illicit drug trafficking, criminal investigation, fighting cyber crimes, and developing community policing:

On 9-11 July, the CiB provided logistical support for the participation of five officials at the regional workshop on “Seizing, Confiscating and Sharing/Returning of Proceeds/Instrumentalities of Crime Transferred to Foreign Jurisdictions”, which had been organized by the SPMU in Almaty. Kyrgyz delegates included representatives from the Ministry of Justice, the Office of the General Prosecutor, the Finance Police, the Financial Intelligence Service and the State Committee of National Security.

On 30-31 October, the CiB assisted in arranging the participation of representatives of the Mol at the SPMU meeting on “Fighting the Threat of Cyber Crime” in Vienna. Two representatives from the Mol’s operative analysis department improved their knowledge on all forms of cyber crime and how to combat it.

On 13-14 November, the CiB co-ordinated the participation of representatives of the Prosecutor’s office, Ministry of Justice, Ministry of Interior and NGOs at a regional roundtable on “Operationalizing the Guidebook on Democratic Policing” in Almaty.

On 20-21 November the CiB also facilitated the participation of experts at the regional workshop on “Cross Border Co-operation in Central Asia with Afghanistan to Combat Illicit Drugs Trafficking”, which was organized by the SPMU in Tashkent. The three participants from Kyrgyzstan represented the Mol, the Drug Control Agency and the Office of the General Prosecutor. Participants received a *Handbook on Precursors*, which the SPMU had recently published.

On 22 November, the Conference “Co-operation between the Kyrgyz Ministry of Interior and the OSCE: Practice and Prospects” focused on evaluating the achievements and challenges of OSCE police related activities in Kyrgyzstan and commemorated the fifth anniversary of OSCE’s Police Reform Program (PRP).

Community Policing

Further development and wider replication of community-based policing has been the aim of the Community Policing Project. Implementation of the project was in line with the OSCE mandate and its priority was on establishing and strengthening a professional and service-oriented police necessary for democratic development. Six strategic objectives were developed: to increase proficiency of police officers, to improve the community policing curriculum and classroom facilities; to introduce community policing to new units/substations; to facilitate public outreach; to strengthen social partnership with civil society organizations; and to assess the impact of community policing.

In the course of implementation, the CiB provided consultations and technical assistance to regional police substations. A community policing classroom was created at the premises of the Police Academy and the Main Police Directorate of Bishkek city.

Upon request by the Ministry of Interior, various items of technical assistance were donated to police substations to increase their capacity in fulfilling their duties and performing their work. Attention was paid specifically to remote village police substations located in mountainous regions. Computer literacy of police officers was enhanced and internet access was arranged for inspectors to have access to the news and facilitating networking with police organizations in other countries.

In an effort to enhance the educational capacity of the Police Academy and the Police School, training sessions were provided for cadets of both institutions by an external OSCE community policing trainer. The training was implemented in co-operation with the police instructors from the Police Academy in order to exchange teaching methodology. As a

result, local instructors were familiarized with community policing material and the interactive style of instruction by practicing it together with the OSCE trainer. The CiB provided basic and advanced community policing training for 16 instructors of the Police Academy and Secondary Police School. A two-day community policing course for cadets of the Academy, Police School and Osh branch of the Police School took place. 160 cadets received certificates.

The CiB donated copies of the OSCE booklet *Good Practices in Building Police-Public Partnerships* to the Police Academy, the Police School, the Osh branch of the Police School, as well as to police headquarters and regional police offices.

Within the framework of the project, a classroom for 30 people was renovated and furnished at the premises of the Police Academy and Main Police Directorate of Bishkek city. This will enable the institution to organize and implement modern training sessions not only for cadets, but also for serving officers in a comfortable environment with the required equipment.

The CiB conducted basic community policing trainings throughout the regions of Kyrgyzstan. An OSCE trainer carried out and supervised training sessions in conjunction with local instructors from the Police Academy. Approximately 250 Neighbourhood Inspectors throughout the country have undergone basic training on community policing. Training on Change Management and Cultural Awareness were assumed by another unit of the Police Reform Programme.

The CiB supported police stations, which organized several Police Open Days and ordered a number of brochures and brochure boards for distribution among numerous substations.

Within the framework of the project "Increasing of Capabilities of Police Officers, Government and Municipal Officials of Kyrgyz Republic on Rights of Ethnic Minorities and Conflict Management Issues", two seminars for the cadets of the Secondary Police School in Osh were conducted. Trainers from the "Agency for Social Technologies" helped cadets to get acquaintance with such issues, as specifics of interethnic relations, international standards on protection of the rights of ethnic minorities, nature of interethnic conflict, mechanisms of conflict prevention and the role of the police in managing ethnic relations.

In co-operation with the SPMU, the CiB organized three study tours to England, Sweden and Austria. The tours were arranged for senior managers from regional police departments, community policing instructors from the Police Academy and the Police School, and for Neighbourhood Inspectors from regional police stations.

As community policing involves co-operation of different stakeholders on solving local problems, the CiB, in co-operation with the Eurasia Foundation of Central Asia organized the roundtable "Let's Unite Our Efforts Against School Bullying" in June in the city of Osh.

Several subprojects of the Community Policing Project were implemented by local NGOs. Subprojects focused on issues of domestic violence, on police-community co-operation in ensuring children's rights, on preventing school bullying, on legal awareness-raising and on neighbourhood watch schemes. Upon initiatives of the NGOs, police officers implemented various practical activities. As a result of these subprojects, close co-operation and interaction between the police and civil society was fostered.

In July, CiB accompanied the Minister of Interior to the southern province of Batken to roll-out the establishment of "public prevention centres" (PPCs), whose dual purpose is to strengthen dialogue between public and police and to prevent crime. PPCs are a clear reflection of the community-based policing concept that the OSCE has been advocating in support of the Ministry of Interior.

Independent public monitoring groups established by the local NGO “Spravedlivost” within the CiB-funded project “Supporting the penitentiary system reform and promoting human rights awareness in Osh, Jalalabad and Batken provinces”, has undertaken monitoring visits to the police custodies.

With a view to gender mainstreaming, local experts provided training for police officers within the frame of the subproject “Kyrgyz Police in Fight against Domestic Violence”. Approximately 95% of Neighbourhood Inspectors of Bishkek city and of Issyk-Kul oblast underwent this course. A special guidebook for police on domestic violence was developed and distributed in the Kyrgyz and Russian languages. Mindful of the sustainability of such trainings, a five-day ToT was organized for ten instructors of the Kyrgyz Police Academy and Police School. According to the results of a survey, 90% of officers were unaware of a law on *Social-legal Protection from Violence in the Family* and of the legal mechanisms contained in that law; for instance, temporary separation orders. The survey revealed the need for a systematic development of the professional level and the enhancement of the capacity of the police. As a positive result of the awareness raising activity, the issuance of temporary separation orders has increased dramatically from 41 in 2007 to 1,114 in 2008.

Another subproject “Don’t Avoid the Problem – it Could be Your Child” was initiated by Naryn City Police. The subproject included preventive activities of the police in the area of school bullying, which had become a serious problem among juveniles. Officers of Naryn City Police visited secondary schools providing a brief course for schoolchildren. Visits were organized to ten schools of Naryn city and approximately 520 students from 5th to 10th grade participated in the events. During these visits, a brochure on bullying prevention (developed by Naryn City Police) was distributed to the students. In addition, five roundtables were conducted in Naryn city bringing together local authorities, schools, social workers, NGOs, representatives of the health system and mass media to co-ordinate efforts on solving the problem of school bullying and other juvenile offences. During the school visits, the police compiled recommendations from students, which were presented during the roundtables. The roundtables ended with the adoption of measures to be taken.

In the framework of the subproject “Resolving Conflicting Situation Among Teenagers in Naryn Oblast”, which was implemented by the NGO “NurJolBer”, several activities were undertaken to raise awareness about juvenile delinquency and crime prevention among teenagers. Five roundtables were organized throughout the Naryn oblast to inform about the planned activities. During these roundtables, participants concluded that it was important for police and local authorities to collaborate as these problems required a co-ordinated effort. Participants acknowledged that it was easier to prevent crime than to solve it and therefore stressed the importance of crime prevention. To enhance the work of the Juvenile Delinquency Inspectors five sets of computer equipment were donated to the Inspection offices of five districts. Moreover, in each of these districts a seminar was organized to teach about different aspects of teenage crime and its prevention. As a result, each district developed a plan of action to solve a specific juvenile problem. Excursions to police district stations were organized, where the community had the opportunity to learn about police work.

A second public opinion survey was undertaken in Osh city to evaluate impact of introducing community policing. The first poll had been conducted in October 2006, when principles of community policing were introduced in the work of the Osh Police Department. Comparative analysis of the results of both studies revealed that public attitude towards the police had slightly improved. However, corruption in the police system, a lack of professionalism and incompetence, as well as low morale in the police were still identified as shortcomings by the public. Police officers stated in the survey, that a lack of social and legal protection, fair work compensation, motivation and unsatisfactory technical situation hampered their efficiency. To address these problems within the police, the OSCE continued providing comprehensive

assistance to the Mol. Copies of the survey reports were forwarded to the Ministry to enable it to prioritize and tailor its resources.

On 10 November, the CiB organized a one-day national conference for Neighbourhood Inspectors and first-level commanders from the regions to discuss their lessons learned and ideas for further implementing community policing. A presentation on “Community Policing and Change Management” was made by an OSCE community policing expert.

Overall, in 2008, the Community Policing Project achieved its objectives in continuing, further developing and replicating community-based policing. Most of the activities set forth were implemented and the project involved active participation of civil society representatives that promoted close co-operation between police and community. More police officers exhibited an understanding of the community policing principles and more support for its firm establishment. Senior management of the Ministry showed full-fledged support for the implementation of the project. The experience working with the implementing partners was positive. The project was able to engage local experts among civil society to present trainings for police officers. Co-operation with NGOs is expected to continue in 2009 with new issues and topics to be addressed. The project is intended to concentrate on: engaging youth and elderly; crime prevention in rural regions; and enhancing the capacity of Public Prevention Centres.

Criminal Police and the “102 Centres”

With a view to promoting human rights in the course of preliminary investigations, the CiB, in 2008, assisted the Mol in enhancing the operational capacities of local investigators and operational search officers. Special attention was given to the use of forensic evidence.

Within the period of November-December 2008, the OSCE helped the Mol with a one-time entry of a massive stock of paper-based fingerprint cards from the archive of the Informational-Analytical Centre of the Ministry into an automated fingerprint database. The operators from the Forensic Centre of the Ministry managed to process and upload 10,000 fingerprint cards into the system. To enable this, the OSCE set up ten workstations and four servers while the “SONDA Technologies” company installed licenses and ran training for local operators.

In June, the CiB conducted intensive training on document identification for a group of forensic experts from all over Kyrgyzstan at the Centre for Criminal Investigations in Balykchy. Participants learned how to conduct forensic examination of different types of documents and printed materials, bills, stamps and signatures. On the basis of that training, a six-week course on handwriting examination was held at the Centre for Criminal Investigation in Osh in November-December. In the course of the training, trainees mastered knowledge and methods on how to conduct eight different types of handwriting analysis and received up-to-date literature on this subject. Upon successful completion of a series of exams, fifteen experts were certified.

In 2008, the CiB conducted a seminar “Improving interaction among police, prosecutors and courts: legal, procedural and organizational aspects of collecting, processing and using evidence at different stages of the criminal process”. This event brought together representatives of the state. Two keynote speakers from Sweden (a judge of the Regional Court and the Deputy Chief Prosecutor) participated and suggested recommendations on how to improve co-operation between law enforcement and judicial institutions and ensure that human rights are protected during preliminary investigation and court trial.

From 17-24 November, a study tour to Estonia was organized for a group of representatives of the Ministry of the Interior, the Parliament (Jogorku Kenesh) and the CiB. Participants got acquainted with the legal basis and organization of the work of investigation and forensic

police units, as well as with the system of education and training of police officers from different police bodies.

On May 28-29, the CiB organized an international expert conference on “Preventing, Detecting and Investigating Crimes”. This event brought together more than 60 representatives from the local police, police training institutions, law departments and police experts from Bulgaria, Estonia, Kazakhstan, Russia, Sweden, Tajikistan, and Ukraine. The event provided an excellent opportunity for delegates to share and discuss new approaches to effective prevention, detection and investigation of crimes with a special emphasis on modern practices of forensic expertise and police-public partnership on crime prevention.

With the CiB’s support, a complex training on tactics of investigatory actions and methods of investigating murders was held at the Centre for Criminal Investigations in Bishkek, Osh and Balykchy. Investigators from Bishkek and the regions, as well as senior cadets from the Police Academy underwent specialized training.

With the assistance of the CiB, a set of training sessions on traffic accident investigation was organized at the Police Academy for senior cadets and for the staff of all three Centres for Criminal Investigations. As traffic accidents represent one of the most common incidents, improving knowledge and skills of police officers will positively affect the quality of investigation in this area.

The CiB organized a four-day intensive training for forensic experts on the use of “Portret-Poisk” and “Fotorobot” software. The training was conducted by a specialist from the software company. Nine experts from Bishkek, Osh, Balykchy and Karakol learned how to use the capacities of the “Portret-Poisk” and “Fotorobot” software, which the OSCE had procured for the Police.

The CiB provided various technical support and methodological assistance, such as three equipped mobile forensic laboratories, digital cameras, a copy machine, specialized literature, a library update and the renovation of two classrooms for forensic and investigation units in Bishkek and the regions.

The work of the “102 Emergency Call Response Centres” in Bishkek and Osh was facilitated through the provision of additional equipment, expendable materials and the setting up of internet connections. Police were enabled to respond to traffic accidents much quicker thanks to the creation of a local area network (LAN) between the Duty Inspector and Traffic Police Duty Unit of the Main Police Directorate of Bishkek city. As a result, the efficiency of the operative duty officers of Bishkek Police Directorate, and timeliness of response, were improved dramatically.

In addition, the CiB organized a study tour to Germany for the heads of the Bishkek and Osh “102 Response Call Centres”. The tour aimed at familiarizing participants with the work of similar institutions in Germany. Participants visited command and control rooms of the police of North-Rhine Westphalia (in the cities of Neuss, Köln, Hagen, Düsseldorf and Unna). They also visited a mock command and control room for students in the Centre for Police Training and Further Education in the city of Selm.

Police Education

In 2008, the CiB provided assistance to the Police Academy as well as to the Secondary Special Police School to strengthen police training in accordance with international standards. Training covered human rights aspects, public order management, improvement of the educational system as a whole, implementation of interactive methods and curriculum development. Joint events such as roundtables, seminars and practical training for the police were promoted by trainers of the Police Academy, OSCE experts and representatives of the Mol.

On 12 June, the Police Academy launched its website (www.iimakd.kg). The web-site had been developed and designed by the Police Academy while the CiB had funded the purchase of the domain. The Academy's units, the Centre for Professional Development, the Centre for Public Disorder Prevention and Conflict Resolution and the Centre for Human Rights and Civilian Oversight received access to the updated electronic database of legislation. To strengthen police education, an expert from the Ministry of Justice of Hungary, contracted by the CiB, delivered a course on police training methodology at the Police Academy. New training strategies were introduced for developing interactive skills of lecturers, critical thinking skills of students and the use of contemporary technical equipment.

On 3-7 November, the CiB organized a study tour to the Czech Republic and to Hungary for the Head of the Police Academy and his Deputy. The delegation received an overview about educational systems, training and vocational development of police officers, a common curriculum, management, the structure of the training and the Bologna process. As a result, the Police Academy introduced 20 additional hours of practical training on professionally oriented subjects such as "Criminal law", "Criminal-procedural law", and "Operative and Investigative Activity".

From 14-19 April, the Centre for Human Rights and Civilian Oversight of the Police Academy led a training in the Osh, Jalal-Abad and Batken provinces. Approximately 500 police officers were trained on topics such as the rights of arrested and convicted persons, prohibition of torture, use of force and firearms, gender issues, freedom of expression, rights of national minorities and refugees, and international legal instruments. The same training courses were held in the Naryn and Issyk-Kul provinces of the country one month later. Approximately 600 police officers and representatives of civil society were informed about the Interior Ministry's reform policy, international human rights standards, basic principles on the use of force and the concept of civilian oversight over the work of the police.

On 7 October, a roundtable discussion on "Human Rights as a Way to Increase the Professionalism of Police Officers" brought together representatives of civil society and international partners. The discussion helped to develop recommendations on ways to improve human rights education of police officers.

A roundtable on "Civilian Oversight and Police" was organized at the Police Academy. Representatives of police and civil society discussed challenges and perspectives for developing civilian oversight of police work and provided practical recommendations to involve NGOs and citizens into the democratization process of the police. In 2008, the MoI and the Police Academy's Centre on Human Rights and Civilian Oversight conducted seminars in the police stations in most of the regions. Approximately 1,200 police officers were taught about international human rights standards.

In 2008, the Police Academy's Centre for Human Rights and Civilian Oversight also published a textbook on *Human Rights and Legal Order: Theory and Practice*. The textbook, which was made available in the Russian and Kyrgyz languages, defined the role of police in human rights protection, and included related legislation and topics such as international standards, use of force and civilian oversight. The textbook was intended to be used by students, teachers, police practitioners and human rights defenders.

The Police Academy received furniture and office equipment for its library, its Centre for Professional Development and the Centre for Human Rights and Civilian Oversight. On July 3, during the Graduation ceremony, the CiB handed over five multimedia projectors and screens to the Police Academy to deliver lessons at a high quality level and promote interactive teaching methods. The building of the Centre for Human Rights and Civilian Oversight was refurbished at the request of the Head of the Police Academy.

At the end of August, a police officer and graduate of the Police Academy who had recently been appointed to the Juvenile Inspection of the Kyrgyz Republic, started studying at the Mycolas Romeris University in Lithuania. The officer received a scholarship from the OSCE's Police Reform Programme to study at the University until 21 January 2009. According to an Agreement between the Mol and the officer – upon her return to Kyrgyzstan –, she will work in the Mol system for five years and will use the knowledge received in the field of crime investigation, forensic information systems, crime-related legislation and other areas.

The CiB facilitated the organization of a training on ethnic minorities in Osh and Bishkek, which was rendered by the NGO “Social Technologies Agency” A manual on “Management of Interethnic Relations for police officers of Kyrgyzstan” was developed. A group of professional and highly motivated police trainers from the southern provinces (Batken, Jalal-Abad and Osh), capable of continuing training independently, was established. More than 1,200 police officers were trained, mainly in the south of the country. Training on ethnic minorities was also delivered to third and fourth year cadets at the Police Academy. Preparations were conducted for institutionalizing the training for police officers in the southern provinces at the Professional Development Centre (PDC).

Public Order Management

In 2008, the CiB strengthened the capacity of the Training Centre for Public Disorder Prevention and Conflict Resolution of the Police Academy, including consultative assistance of an international expert. On October 2008, the management of the Police Academy approved the methodical materials and programmes on individual and command training developed under the project as a coherent part of the teaching process.

The new public order tactics were taught based on the international principles of neutrality and proportionality. In total, 31 instructors and 155 trainees were certified in the southern regions of Chui and Talas. About 70 officers of a specialized police unit in Bishkek passed the exam. Ten officers and 200 cadets from the Police Academy were trained. In 2008, 1,100 police officers in Naryn, Issyk-Kul and the southern regions were trained in negotiation skills for the first time. The Centre for Public Disorder Prevention and Conflict Resolution developed a DVD training movie on the Instruction. The Centre distributed 15 copies of the Instruction, the methodical materials on the use of “Tonfa” anti-riot equipment, and a number of copies of the training movie to each police unit in Talas, Osh, Batken and Jalal-Abad.

On 11 November, practitioners and senior managers of the Mol discussed achievements and challenges in the “Prevention and Liquidation of Public Disorders”. With the assistance of the CiB, this roundtable was held at the Police Academy. To ensure the citizens' right of public assembly, it was recommended to revise the related legislation and to develop the *Instruction on Documentation of Unlawful Actions During the Conduction of Public Meetings and Demonstrations*. An external expert, contracted by the CiB, recommended to the Mol to review working conditions and potential health-hazards of specialized equipment such as tear gas and rubber bullets, and to organize training on the proper use of this equipment in the future.

With support from the Centre in Bishkek, the Training Centre for Public Disorder Prevention and Conflict Resolution received access to an updated electronic database of legislation “Toktom”, an internet connection, and equipment to produce training movies and to make presentations during the outreach training courses.

For 2009, a consolidated project was developed to target all areas of Programme work in addition to community policing. The 2009 project will aim at strengthening the legal framework of police activity, and at raising legal awareness of police officers; enhancing human resources management; internal co-ordination and public outreach capacities; further developing capacities of the criminal police and the 102 service; improving the system of the

secondary and higher police education and training; and raising police awareness and sensitivity on the issues of human rights, gender and ethnic minorities.

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The OSCE Office in Tajikistan

Background

The OSCE presence in Tajikistan has been mandated to promote the implementation of OSCE commitments, support the development of common approaches to addressing problems and threats to security, facilitate the exchange of information, and build national capacity and expertise. In the past, the OSCE Centre in Dushanbe, as the Office in Tajikistan was called until June 2008, did not have a formal police assistance programme Tajikistan. Previously, the main focus was on enhancing the border guard development, and supporting public dialogue and discussion on political issues such as violent extremism.

However, two official requests by the Tajik Government in 2007 resulted in a 'Police Needs Assessment', which was carried out by the SPMU in co-operation with the Office in spring 2008. Based on the assessment the OSCE proposed assistance to the Republic of Tajikistan in undertaking a broad programme regarding legal, administrative, technical and operational reform in order to modernize and strengthen law enforcement capacity and institutions. The assistance will be provided in close co-operation with other international donors and focus on:

- Developing police training and structural reform;
- Introducing modern community policing methods;
- Enhancing the fight against Trafficking in Human Beings;
- Structural and operational improvement.

Establishing and supporting the thematic co-ordination group for all international missions and organizations supporting Tajikistan in the field of law enforcement; and ensuring the regular participation of MIA representatives are important management elements in the programme.

The newly created Counter Terrorism and Police Adviser Unit became operational in September 2008 and engaged immediately in the implementation of law enforcement skill development to foster police reform based on democratic principles. The concept of 'Community Policing' utilized in numerous projects instilled the idea of creating synergy between law enforcement agencies, local authorities and community members to prevent crime and to combat the complex phenomenon of terrorism in order to create a safe environment for all citizens.

Counter Terrorism and Police

In November 2008, the Office organized the first joint meeting with domestic law enforcement agencies, the OSCE ATU and Interpol concerning Interpol's Stolen/Lost Travel Documents Database (SLTD). During this three-day meeting the participants assessed Tajikistan's technical capacities including work flows and means of data integration, with the goal of creating a tailored solution for the country to establish real-time connection to Interpol's SLTD. Discussions among relevant national bodies and international donors addressed the

question of how existing practices and structures could be best merged with Interpol's integrated solutions.

In 2008, numerous operational managers of the law enforcement agencies received assistance by the OSCE to attend regional and international events promoting democratic principles and best practices in policing. The participation of national experts contributed to strengthening regional co-operation, which is crucial in the complex fight against organized crime, terrorism and transborder crime. Additionally, the exchange of best practices is an important asset of democratic policing supporting all efforts of a successful police reform.

The MIA requested formal assistance in the development of their dog training facilities and programme. This project initiated the first phase of developing a common Dog Training Centre (DTC) for the MIA. The facility will not only centralize the training and capacity building of dog handlers and personnel of the dog breeding nursery, but will also enhance the efficiency of MIA operations and investigations in combating drug trafficking, preventing acts of terrorism and securing public order. The main aim of the project was to increase the effectiveness of the dog service of the MIA and to ensure its sustainable development. Due to the large scope of work this project included an initial phase of structural planning, land survey work and the preparation of the design estimates of the Dog Training Centre, including the legal documentation. During the following technical phase part of the construction work and the development of a respective infrastructure was achieved. Still, the need to complete the project including the creation of a sustainable ToT programme made extra budgetary funding necessary in order to complete the development of a national dog training centre.

In October, the Office donated a bomb robot to the MIA to assist police bomb squads in dealing with improvised explosive devices (IED). The MR-7 robot, funded by the Norwegian Government, can be used for surveillance, reconnaissance, delivery, manipulation and handling of IED, and is particularly suited for indoor operations. The personnel from the police bomb squad were trained in using the equipment as part of the project enabling them to respond to any bomb threat. The equipment will be a significant contribution towards human safety and security. The handover of the robot marked the successful completion of Phase II, Task 2, of the Small Arms and Light Weapons and Conventional Ammunition Programme.

In March 2008, the Office started implementing a one-year project providing the Tajik government with technical assistance in the development of a comprehensive national border strategy and a related implementation plan. The project has been managed by two international border advisers, in conjunction with an appointed National Border Strategy Co-ordinator (first deputy head of the State Committee on National Security), and by a National Border Strategy Working Group (NBSWG). The NBSWG consists of mid-management level members from various agencies, including the Drug Control Agency and the following three departments at the Ministry of the Interior: Immigration Department, Department of Public Security and Department of Counter Narcotics. Other member agencies include border troops, customs service, Ministry for Foreign Affairs/Consular Department, Ministry of Health/Phyto-Sanitary Service, Ministry of Agriculture/Veterinary Service, and Ministry of Transportation. The final and approved strategy was intended to be presented by the Tajik Government in April 2009. However, the importance of co-operation between border and law-enforcement agencies in the fight against cross-border crime has been stressed throughout the strategy development process. Thus it was envisaged that the final product would include strong inter-agency elements and consequently would impact the Law Enforcement Agencies of the MIA and DCA.

The Office organized the participation of representatives from various border and law enforcement agencies along with a member of the Office's Border Unit in a training on "Inter-agency Co-operation in Crime Prevention amongst Border and Law Enforcement Agencies".

The training for Central Asian countries was jointly organized by the OSCE CPC/OS Borders Team and the Finnish Chairmanship. During the visit, participants were introduced to the Finnish system of border security and the model of co-operation amongst police, customs and border guards. The Tajik delegation was comprised of senior law enforcement managers dealing with crime prevention issues. The following agencies were represented: MoI/Department of Counter Narcotics, Customs, Border Troops, DCA and Ministry of Foreign Affairs/Consular Department.

The Office organized two seminars to increase human security and diminish arms and weapons proliferation in Tajikistan through the safe and secure storage of Small Arms and Light Weapons (SALW) in governmental law-enforcement storage facilities. About 50 representatives from the Ministry of Defence, Ministry of Interior, Central Border Guard Department, General Prosecutor's Office, Main Military Prosecutor's Office, and the National Drug Control Agency participated in the seminar, acquiring knowledge on the methods, standards and practices for security and safety of stockpiles of SALW and Conventional Ammunition, and their transportation. The topics outlined the proliferation threat analysis, international agreements and national responsibilities, programme management, operational planning, procedures and policies. The seminar provided an excellent opportunity to discuss global SALW proliferation threats and best practices to counter that threat, to introduce international references used to establish national SALW policies, and to develop techniques to manage a national policy for SALW. It brought together officials from several governmental law enforcement agencies as well as international experts to share respective experiences and modern approaches within this domain based on the *OSCE Best Practices* guide.

Drug Prevention and Community Policing

For several months, the OSCE funded and participated in a joint project with the Drug Control Agency (DCA) of Tajikistan implementing a drug prevention event as part of the State-wide strategy on 'Drug Prevention'. This event was held in the district of Ishkashim of the Mountainous Badakhshan Autonomous Province, where approximately 2,500 citizens (mostly young people) attended this event. The immediate proximity of Ishkashim to the border with Afghanistan makes this region a prime target of drug traffickers, transporting drugs to and through Tajikistan. Very often, drugs are used for bribes, which increases the drug abuse in the neighbouring communities. The main focus of this event was the dissemination of information about drug trafficking and drug abuse reaching out to the community, with a specific focus on the youth. The DCA held this event in co-operation with the national and local authorities, famous artists, musicians and community members. This concept of 'Community Policing' created synergy between law enforcement agencies, local authorities and community members to identify community problems – in this case drug trafficking and drug abuse –, to combat this phenomenon in order to create a safe environment for all. The successful event laid the foundation for planning similar events in 2009.

Human Rights and Police

The Office invited representatives from the MIA to a two-day "Preliminary Human Dimension Implementation Meeting", held in Dushanbe as a preparation to facilitate the participation of MIA representatives to the main Human Dimension Implementation Meeting held in Warsaw. One Government official participated in the preliminary meeting, discussing and outlining human dimension key issues concerning the MIA; however, no participant was nominated for the Human Dimension Implementation Meeting in Warsaw.

Human Trafficking

In response to a request by the Tajik MIA, the general "Police Needs Assessment", carried out in February 2008 by the SPMU in co-operation with the Office and the MIA, also focused on both the needs of the Tajik police in carrying out investigations in THB cases and in protecting victims. In December 2008, the assessment was followed by a pilot training for law

enforcement officials involved in THB work. Participants were comprised of: high level police officials, the Deputy Head of the Police Academy, Supreme Court justices, a senior inspector from Immigration Transport Control and officials from the MIA.

The training focused on the needs of the national police and included aspects of proactive investigations, taking into account the international dimension of the crime itself. Other subjects discussed included the National Referral Mechanism, working with victims and investigations. The main basis for the training was the CEPOL THB training curriculum for law enforcement, amended to address the local needs.

The training was a co-operative effort with the SPMU, international experts, the national police law enforcement agency and international organizations, which provide training to law enforcement agencies on THB matters. The SPMU took part in the planning and drafting process. International trainers were representatives of the Lithuanian police and the MoI. A Tajik national expert and the Deputy Head of the Police Academy under the MIA made a presentation on domestic legislation relating to THB.

This training was considered as a pilot training to ensure the continuity of advice and support for the regular introduction of this training in the curriculum of the Police Academy and for further anti-THB-related training activities of the Office in Tajikistan.

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The OSCE Project Co-ordinator in Uzbekistan

Background

The OSCE Project Co-ordinator in Uzbekistan (PCUz) is mandated to support the host country in its efforts to ensure security and stability and assist with the implementation of OSCE principles and commitments, inter alia. On 16 May 2007, the signing of a Memorandum of Understanding between the PCUz and the Police Academy under the Ministry of Interior of Uzbekistan marked the official launch of a two-year Assistance Programme to the Police Academy. The MoU opens broad perspectives for continuous co-operation between the OSCE and the Police Academy and serves as a platform for a wide range of mutual activities:

- Co-operation on improving training and exchanging experience in training, retraining and professional development of specialists for enhancing public security and crime fighting – in particular transnational crime, such as terrorism, extremism, drug trafficking, human trafficking, etc.;
- Provision of support for introducing training processes of high-end information and pedagogical technologies, advanced international experience of training of law enforcement officers, and strengthening and improving material and technical facilities of the Academy;
- Assistance in examining the experience of agencies of internal affairs of OSCE participating States in developing and publishing textbooks, training aids and other training and instructional literature;
- Assurance of the Academy's participation in international conferences, OSCE-sponsored seminars on issues of enforcement of security and stability.

In 2008, the PCUz focused on strengthening the constructive co-operation with the host country in the policing field, which had been achieved in the previous year.

Visit of the Senior Police Advisor to the OSCE Secretary General

On 23-24 June, the Senior Police Advisor (SPA) to the OSCE Secretary General visited Uzbekistan upon invitation by the Permanent Mission of the Republic of Uzbekistan to the OSCE. The main purpose of the visit was to discuss with relevant authorities the possible agenda and format of the regional workshop in Tashkent, which was planned for 20-21 November 2008, dedicated to enhancing law enforcement co-operation in the fight against trafficking of drug and chemical precursors. The visit also aimed at reviewing the current status and future perspectives of the ongoing Police Academy Assistance Project. The SPA had official meetings with representatives of the Ministry of Interior, the National Information-Analytical Centre on Drug Control under the Cabinet of Ministers and the Police Academy.

Facilitating Exchange of Experience and Learning from Good Policing Practices

From 5 to 8 May, the PCUz organized a ToT for 20 representatives of the Police Academy on using role-plays and simulation elements in professional police training. The training was conducted by three experts from the Police College in Prague (Czech Republic) recommended by the SPMU. The training was carried out within the framework of the ongoing Police Academy Assistance Project.

The PCUz provided the library of the Police Academy with the Russian versions of the *Guidebook on Democratic Policing* and the *Good Practices in Building Police-Public Partnerships* issued by the SPA in 2006 and 2008. In addition, the PCUz handed over copies of the SPMU *Reference Guide on Criminal Procedure* prepared under the auspices of the Belgian Chairmanship and published with the support of the Spanish Chairmanship. The PCUz intends to further promote these guidebooks and to negotiate with the leadership of the Police Academy the introduction of the book's main aspects into the respective teaching curricula.

From 23 to 26 December, within the framework of the Police Academy Assistance Project, the PCUz organized a ToT on interactive teaching methods and presentation skills. 22 teachers of the Police Academy were able to increase their knowledge in order to duly incorporate new teaching methodologies. The training was conducted in the Centre of Innovative Pedagogic Technologies at the Police Academy. The new centre was established with the support of the OSCE.

Centre of Innovative Pedagogic Technologies

As a result of the OSCE project the Police Academy was provided with a Centre of Innovative Pedagogic Technologies, tasked to:

- Serve as a school for novice teachers;
- Provide support in professional development and pedagogic skills improvement;
- Implement programmes to integrate best practices of police training in the OSCE region.
- Conduct workshops, roundtable discussions on challenges in improving the police training process;
- Provide guidance to teachers to enhance their skills in using the modern IT means in teaching process;
- Develop, test and introduce new forms and methods to efficiently manage the educational process at the Academy;
- Provide assistance to the Academy departments and chairs in introducing innovative teaching technologies into the educational process;

Helping to Integrate the Uzbek Police into International Police Community

Within the framework of the Police Academy Assistance Project the PCUz organized a study tour for an Uzbek Police Academy Delegation to Austria, the Czech Republic and Hungary. The study tour, which lasted from 4-14 November, aimed at helping the Uzbek police to become more familiar with good police training practices in the OSCE region and to promote their integration into the international police community. The delegation was received by the heads of the respective police training institutions and authorities in charge of formulation and overall co-ordination of police training systems. This programme resulted in the preliminary agreement to organize follow-up visits by Austrian, Czech and Hungarian experts to the Uzbek Police Academy to give specific training courses.

OSCE Regional Seminars

On 29 and 30 September, the PCUz, in co-operation with the SPMU, ATU and the MIA of Uzbekistan organized the OSCE Regional Seminar on “Police and Inter-Agency Co-operation in the Fight Against Terrorism in Central Asia” in Tashkent. During the two-day meeting, more than 75 experts and policy-makers from law enforcement and security agencies from 14 countries and six international and regional organizations discussed how to improve co-operation in the Central Asia region to better prevent, investigate and respond to terrorist attacks.

The event helped participants better understand the roles and responsibilities of the different institutions in relation to fighting terrorism and promoted the creation of networks and sustainable effective co-operation. Participants also shared experiences and best practices on information exchange and intelligence sharing, national and regional co-operation, post-attack co-ordination and judicial investigation. The event also took place in the spirit of the *OSCE Charter on Preventing and Combating Terrorism*, which calls on all participating States and their relevant agencies to work together to prevent, suppress, investigate and prosecute terrorist acts, including through increased co-operation.

On 20-21 November, the PCUz, in co-operation with the SPMU and the MIA organized the “OSCE Regional Seminar on Cross-border Co-operation in Central Asia with Afghanistan to Combat Illicit Drugs Trafficking”. The two-day event brought together more than 90 experts from OSCE participating States, the Organization's Partners for Co-operation, including Afghanistan, and international organizations. As a result, participants indicated the need for organizing follow-up events emerging from discussions at this seminar, including regional workshops on chemical precursors' identification and investigation, good practices on joint investigations teams as well as seeking possibilities of carrying out joint drills of controlled deliveries by involving relevant law enforcement bodies of Afghanistan.

Sustainable Co-operation

The PCUz facilitated the participation of the SPA and the representative of the Irish National Police College at the International Conference entitled “Death Penalty Abolition and Transfer of Arrest Warrants to Courts – An Important Stage in Liberalizing the Judicial System”, held on 5-6 March in Tashkent. The SPA met officials in the Police Academy, the National Centre on Drug Control and the UNODC Regional Office for Central Asia.

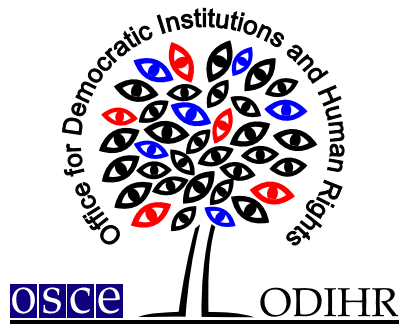
The PCUz published an information brochure (in the English, Russian and Uzbek languages) about the joint project between the OSCE and the Police Academy to ensure wider visibility. This publication was widely distributed, including the permanent delegations of the participating States to the OSCE in Vienna.

On 29 March, the PCUz, for the first time throughout the OSCE presence in Uzbekistan, was invited to attend the official graduation ceremony of the higher sergeant courses of the Police Academy under the Ministry of Interior of Uzbekistan.

On 7 to 9 April, the PCUz supported the participation of a delegation from Uzbekistan at the Joint SPMU-UNODC Workshop on “Strengthening International Legal Co-operation Among Member States of the OSCE on Combating Transnational Organized Crime” in Vienna. The delegation included representatives from the Ministry of Interior, the Consular Service of the Ministry of Foreign Affairs and the General Prosecutor’s Office.

The PCUz facilitated the participation of an Uzbekistani delegation at the “OSCE Expert Conference on International Co-operation to Combat Trafficking in Illicit Drugs and Chemical Precursors”, which took place in Vienna on 17–18 July 2008. The delegation was comprised of representatives from the Security Council under the President of Uzbekistan, the National Information-Analytical Centre on Drug Control (NCDC) under the Cabinet of Ministers, the National Security Service, the State Customs Committee and the Ministry of Foreign Affairs.

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ODIHR Annual Report on Police-Related Activities for 2008

(Submitted as appendix to the SG Annual Report on Police-Related Activities, in accordance with Decision 9, paragraph 6, of the Bucharest Ministerial Council Meeting, 4 December 2001)

Background

The Office for Democratic Institutions and Human Rights (ODIHR) provides police-related assistance to governments and civil society of participating States, co-operating closely with other OSCE structures and international organizations. Police-related activities were conducted in a number of thematic areas.

Human Rights and Anti-Terrorism

As part of the ODIHR's mandate to provide technical assistance and support to participating States in the development and implementation of effective counter-terrorism strategies while respecting human rights, the ODIHR delivered training courses for senior public officials and counter-terrorism practitioners in Georgia and Ukraine. In 2008, the ODIHR formally launched its manual *Countering Terrorism, Protecting Human Rights* which supplements the training modules and can also be used as a stand-alone reference. A Russian translation of the manual is being prepared. In addition, the ODIHR gave presentations on human rights protection in countering terrorism at the following events:

- CoE/UNODC/OSCE Workshop on “Enhancing International Legal Co-operation related to Terrorism”, Ankara, 1-2 April 2008;
- CoE CODEXTER Meeting, Strasbourg, 7-9 April 2008;
- CoE/UNMIK/ Kosovo Special Prosecutor’s Office (KSPO) “Counter-Terrorism Training Workshop”, Pristina, 2-4 June 2008;
- International Seminar on “Combating the Financing of Terrorism (Giessbach II)” organized by the Basel Institute on Governance with the OSCE (OCEEA), CoE and the Financial Integrity Network, Davos, 2-3 October 2008,
- UN (CTITF/OHCHR) Expert Seminar on “The Impact of Terrorism and Counter-Terrorism Measures on the Enjoyment of Economic, Social and Cultural Rights,” Geneva, 5-7 November 2008;
- UNODC/OSCE Sub-Regional Workshop for Central and South-Eastern Europe on “Cooperation Against Terrorism and Organized Crime”, Budapest, 12-13 November 2008.

Human Rights, Women & Security

In March 2008, the ODIHR, together with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the UN International Research and Training Institute for the Advancement of Women (INSTRAW), published the toolkit on *Gender and Security Sector Reform* as a response to the need for information and analysis on gender and security sector reform (SSR). It is aimed at SSR policymakers, practitioners and researchers, in national governments, security sector institutions, international and regional organizations and civil society organizations. The toolkit is comprised of twelve tools and shorter practice notes on security-related topics, with one of the tools entitled “Police Reform and Gender.” It is available in hardcopy, CD-ROM and on the ODIHR website www.osce.org/odihr. Together with the Permanent Delegation of Sweden to the OSCE, the ODIHR launched the toolkit in the frame of the annual “Human Dimension Implementation Meeting”, held in October in Warsaw. Representatives of OSCE field presences, participating States, civil society and other international security organizations participated in the event. The programme has also been developing contacts with the Southeast Europe Police Chiefs Association (SEPCA) for the sake of ensuring increased distribution of the Toolkit.

Monitoring of Places of Detention

The ODIHR supported a project on prison monitoring in Belarus together with the OSCE Office in Minsk. A Seminar held in Minsk in July 2008 with the Belarusian Ministry of Justice shared the experiences of other countries in monitoring places of detention with the Belarusian authorities. A study trip for Belarusian officials to Armenia in November 2008 allowed them to observe a monitoring model in operation.

The importance of external oversight and monitoring of police detention facilities was one of the issues discussed at an international conference titled “OPCAT in the OSCE Region: What it is and how to make it work?” organized by the ODIHR jointly with Bristol University School of Law on 25-26 November 2008 in Prague. The event brought together over 70 representatives from governments and civil society, national human rights institutions, OSCE field operations, and academics to share experiences on the implementation of the *Optional Protocol to the UN Convention against Torture* (OPCAT).

Combating Domestic Violence

The ODIHR continued to work closely with police authorities and women’s NGOs in Armenia, Azerbaijan, Georgia and Ukraine to assist them in building sound legal frameworks and the necessary law enforcement capacities to prevent and combat domestic violence.

In Armenia, following the initiation of a consultative process by NGOs to draft the legislation for preventing and combating domestic violence in 2007, the ODIHR provided expertise and technical assistance throughout 2008 to this important undertaking. Jointly with its local partner, Women’s Rights Centre, as well as representatives of other national and international agencies, the ODIHR organized roundtables to discuss the draft law and provide legal expertise to the working group on the proposed legislation. The legislation will define actions that constitute crimes of domestic violence and will create sanctions against perpetrators and protection mechanisms for victims of domestic violence.

In Azerbaijan, the ODIHR continued to provide assistance in training regional police representatives on the role of the police in preventing and prosecuting cases of domestic violence. In total, some 150 police officers from 15 regions were trained. In addition, the ODIHR supported the on-going teaching of the first course on domestic violence intervention at Baku Police Academy. In 2008, some 200 police cadets and officers undertook the course. The methodology and curriculum are regularly reviewed by the faculty of the Academy in conjunction with national experts from the local NGO “Symmetria” as well as the representatives of the Austrian Federal Police and the Law Enforcement Academy in Vienna. To support this process, the ODIHR and “Symmetria”, in co-operation with the Police Academy in Baku, hosted a roundtable (April 2008) to review the feedback on the course, develop recommendations for further improvements to the teaching methodology, and to identify proposals for strengthening the role of police for intervention in cases of domestic violence.

In Ukraine, in order to raise awareness and develop practical skills in preventing and combating domestic violence, the ODIHR engaged representatives of police and law-enforcement structures in the three pilot regions of Chernovtsy, Zaporizhia and Kirovograd in order to assess the current situation and to develop locally tailored activities and programmes for combating domestic violence. In August 2008, in Kirovograd and Zaporizhia regions, the ODIHR organized meetings of regional council members with representatives of local administrative bodies whereby participants discussed issues related to the development and implementation of the regional programmes on prevention of domestic violence.

In addition, the ODIHR organized a training workshop for high level representatives of the law-enforcement officials from Ukraine and Georgia in Vienna (28-31 October 2008), in order to exchange experience in strengthening police expertise and capacity in preventing and combating domestic violence. Ten representatives from Ukraine participated in the workshop (Ministry of the Interior, academic and NGO experts working to prevent and combat domestic violence in Ukraine). Police officers from Georgia also participated in the ODIHR capacity building and training activities over recent years.

Police and Roma and Sinti

The CPRSI launched the Status Report on implementation of the Action Plan on Roma and Sinti, which includes a section on *Police* related to the Action Plan's Chapter III. *Combating Racism and Discrimination*.¹

Law Enforcement Officer Programme on Combating Hate Crime

In 2008, the ODIHR received several requests from OSCE participating States for technical assistance in supporting their efforts to strengthen the response of law enforcement officers to hate crimes through the implementation of ODIHR's *Law Enforcement Officer Programme on Combating Hate Crime* (LEOP). In May, ODIHR LEOP experts conducted a needs assessment visit to identify the needs of the State Ministry of Security of Bosnia and Herzegovina in implementing the LEOP. The visit also provided an opportunity to assess the readiness of civil society to constructively engage in the implementation process. As a follow-up to the May visit, a Memorandum of Agreement (MoA) outlining the process of LEOP implementation in Bosnia and Herzegovina was agreed upon and signed between the ODIHR and the Ministry of Security in September in Sarajevo.

In May, the ODIHR and its LEOP experts also conducted a consultation visit to the Czech Republic. The purpose of the visit was to learn about the government's response to the situation regarding racism, hate crimes and activities of organized "hate groups" (such as neo-Nazis) as well as activities and policies implemented to combat such acts. The visit also provided an opportunity to exchange good practices and identify possibilities for involvement of the Czech Republic in the ODIHR's regional network on hate crime investigation and prevention.

In October, the ODIHR co-organized a police training seminar on hate crimes and discrimination at the police academy in Poland where the LEOP experts provided an overview of the LEOP as well as presentations on the concept of hate crimes and community policing to the participants of the training. The training was attended by Human Rights Advisors from 17 police districts throughout Poland as well as representatives of national minorities and non-governmental organizations.

In response to interest in the LEOP from the Ukrainian government, an expert-level meeting was organized in November in Kyiv with representatives of relevant Ministries, government experts, the Ombudsman and civil society representatives. The purpose of the meeting was to identify potential areas of co-operation between ODIHR and the government of Ukraine and to discuss the content of the future Memorandum of Agreement.

Co-operation with the Strategic Police Matters Unit (SPMU)

In 2008, the ODIHR also continued its co-operation with the SPMU. This involved ongoing collaboration between the TANDIS (Tolerance and Non-Discrimination Information System) and POLIS websites in order to share relevant information and support further synergies. ODIHR LEOP experts also provided input on the guide developed by the SPMU on *Good Practices in Building Police-Public Partnerships*.

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¹ ODIHR 2008, *Status Report 2008, Implementation of the Action Plan on Improving the Situation of Roma and Sinti Within the OSCE Area*, Warsaw 2008.
< http://www.osce.org/publications/odihr/2008/09/33130_1186_en.pdf>; The section on Police was worked out based on information collected and processed by the CPRSI, as from its previous activities on Police and Roma, as well as from other relevant materials regarding practices and initiatives on policing and Roma in Europe.

APPENDIX 2:

OSCE MC and PC Decisions and Action Plans with a Focus on Police-Related Activities

Taskings on police-related issues are contained in the growing list of Decisions of the Ministerial Council and the Permanent Council as well as OSCE Action Plans.

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: (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 multi-religious 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 decision of the OSCE 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 trafficking in human beings, drugs and small arms and light weapons, 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 Declaration acknowledged the requirement for reinforcing existing police-related activities in conflict prevention, crisis management and post-conflict rehabilitation.

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 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 Co-operative Initiative (SECI), with a view to investigating and prosecuting those responsible for trafficking in human beings 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 trafficking in human beings.

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 confidence-building measures — 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 interethnic relations.

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 such elements 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.

Permanent Council Decision No. 758 *Enhancing International Anti-Drug Co-operation (2006)* tasked the Secretary General and relevant OSCE institutions with providing to participating States, upon their request and in close consultation and co-ordination with the UNODC, 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 civil society in combating the sexual exploitation of children.

The 14th Ministerial Council of the OSCE (Brussels 2006) adopted the follow-up Decision on *Organized crime*, reaffirming 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 existing knowledge and experience on criminal justice and organized crime and to continue co-operating with the 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 the 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 upon the Secretary General to further develop co-operation in the field of anti-drug matters with UNODC, 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 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 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 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 Trafficking in Human Beings. 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 trafficking in human beings 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”.

* * * * *

APPENDIX 3: Contact Details

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- The Organization for Security and Co-operation in Europe (OSCE) works for **stability, prosperity and democracy** in 56 States through political dialogue about shared values and through practical work that makes a lasting difference

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