

# Annual Report of the Secretary General on Police-Related Activities in 2011

Submitted in accordance with Decision 9, paragraph 6,  
of the Bucharest Ministerial Council Meeting, 4 December 2001

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## ABBREVIATIONS AND ACRONYMS

ACN	OECD Anti-Corruption Network
ADAM	Automated Donor Assistance Mechanism
AEPC	Association of European Police Colleges
AI	Administrative Instruction
AML/CFT	Anti-Money Laundering and Countering the Financing of Terrorism
ATU	Action against Terrorism Unit
ASP	Albanian State Police
BCP	Border Crossing Point
BiH	Bosnia and Herzegovina
BIG	Borders International Group
BKA	Bundeskriminalamt (German Federal Criminal Police)
BMP	Albanian Border and Migration Police
BMSC	OSCE Border Management Staff College
BOMCA	Border Management Programme in Central Asia
BSMC	OSCE Border Security and Management Concept
BSP	Bureau for Strategic Planning
CADAP	Drug Action Programme in Central Asia
CAG	Citizen's Advisory Group
CARICC	Central Asian Regional Information and Coordination Centre
CDD	Crowd Control Department
CEO	Chief Executive Officer
CEPOL	European Police College
ciB	OSCE Centre in Bishkek
CICA	Conference on Interaction and Confidence Building Measures in Asia
CID	Criminal Investigation Department
CIF	Community Initiative Fund
CIS	Commonwealth of Independent States
CIS IPA	Commonwealth of Independent States Inter-Parliamentary Assembly
CFT	Combating the Financing of Terrorism
CoE	Council of Europe
COP	Community Orientated Policing
CP	Community Policing
CPC	Community Policing Centre
CPC	Conflict Prevention Centre
CPC	Criminal Procedure Code
CPPT	Community Policing Partnership Team
CPRSI	Contact Point for Roma and Sinti Issues
CPT	Centre of Police Training
CSC	Container Supply Chain
CSI	Community Security Initiative in Kyrgyzstan
CSTO	Collective Security Treaty Organization
CSWG	Community Safety Working Group
CTED	Counter Terrorism Committee Executive Directorate
CTITF	United Nations Counter Terrorism Implementation Task Force
DCA	Drug Control Agency
DCAF	Geneva Centre for the Democratic Control of Armed Forces
DEA	Drug Enforcement Administration
DPED	Department of Police Education and Development
DPS	Department for Public Safety

DSPS	Department for Security and Public Safety
EAG	Eurasian Group on Combating Money Laundering and Financing of Terrorism
EC	European Communities
ECLO	European Commission Liaison Office in Kosovo
ECTEG	European Cybercrime Training Experts Group
EMCDDA	European Monitoring Centre for Drugs and Drug Addiction
ENFSI	European Network of Forensic Science Institutes
EU	European Union
EUBAM	European Union Border Assistance Mission
EULEX	European Union Rule of Law Mission in Kosovo
EU PDAP	European Union Police Development Assistance Project
EUROPOL	European Police Office
EUROJUST	European Union's Judicial Co-operation Unit
ExB	Extra Budgetary Funding
FATF	Financial Action Task Force
FIU	Financial Intelligence Unit
FSC	Forum for Security Co-operation
GUAM	Organization for Democracy and Economic Development of Georgia, Ukraine, Azerbaijan and Moldova.
HIDAA	High Inspectorate of Declaration and Audit of Assets
HCCNM	High Commissioner on National Minorities
HRWS	Human Rights Woman and Security
IACIS	International Association of Computer Investigative Specialists
IAD	Internal Affairs Department
IAD	Internal Affairs Division
IAEA	International Atomic Energy Agency
IAU	Internal Affairs Unit
IAWP	International Association of Women Police
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
ICS	Internal Control Service
ICTY	International Criminal Tribunal for the former Yugoslavia
ID	Identity Document
IDFTC	International Drug Fighting Training Centre
IIS	Institute for Inclusive Security
ILO	International Labour Organisation
ILP	Intelligence-led policing
IMF	International Monetary Fund
INCB	International Narcotics Control Board
INL	Bureau of International Narcotics and Law Enforcement Affairs
INPROL	International Network to Promote the Rule of Law
INSTRAW	UN International Research and Training Institute for the Advancement of Women
INTERPOL	International Criminal Police Organisation
IOM	International Organisation for Migration
IT	Information Technology
ITC	International Training Centre
ITU	International Telecommunications Union

JBCP	Joint Border Crossing Point
JBCM	Joint Border Co-operation Meetings
KAPS	Kosovo Academy for Public Safety
KCPSED	Kosovo Centre for Public Safety Education and Development
Kp	Kosovo police
LED	Law Enforcement Department
LEOP	Law Enforcement Officer Programme on Combating Hate Crime
LPC	Local Prevention Council
LPSC	Local Public Safety Committees
LoIA	Law on Internal Affairs
MARRI	Migration, Asylum, Refugees Regional Initiative
MC/DEC	OSCE Ministerial Council Decision
MIA	Ministry of Internal Affairs
MoI	Ministry of Interior
MoIA	Ministry of Internal Affairs
MoU	Memorandum of Understanding
MCSC	Municipal Community Safety Councils
MPR	Mobile Police Reception
MSC	Municipal Safety Council
NATO	North Atlantic Treaty Organization
NCDC	National Information Analytical Centre on Drug Control
NFP	OSCE National Focal Point
NGO	Non-Governmental Organization
NPM	National Preventive Mechanism
NRA	National Risk Assessment
NRM	National Referral Mechanism
OAS	Organization of American States
OCEEA	Office of the Co-ordinator on Economic and Environmental Affairs
ODIHR	Office for Democratic Institutions and Human Rights
OECD	Organisation for Economic Co-operation and Development
OFA	Ohrid Framework Agreement
OiT	OSCE Office in Tajikistan
OMIK	OSCE Mission in Kosovo
OS	Operations Service
OSCE	Organization for Security and Co-operation in Europe
OSCE PA	OSCE Parliamentary Assembly
OSR/CTHB	Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings
PAMECA	Police Assistance Mission of the European Community to Albania
PAP	Police Assistance Programme
PAS	Police Affairs Section
PCC SEE	Police Cooperation Convention for Southeast Europe
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
PDPA	Police Development Assistance Project
PIK	Police Inspectorate of Kosovo
PKD	Public Key Directorate

POLIS	Policing OnLine Information System
PRP	Police Reform Programme
PTC	Police Training Centre
RA	Republic of Armenia
RCC	Regional Cooperation Council
SCD	Security Co-operation Department
SCO	Shanghai Cooperation Organization
SECI	Southeast Europe Cooperative Initiative
SEECF	South East Europe Cooperation Process
SELEC	Southeast European Law Enforcement Center
SEPCHA	Southeast Europe Police Chief Association
SIA	Sectors for Internal Affairs
SLTD	Stolen and Lost Travel Documents
SOCA	Serious Organised Crime Agency
SOU	Special Operations Unit
SPA	Senior Police Adviser
SPMU	Strategic Police Matters Unit
TADOC	Turkish International Academy against Drugs and Organized Crime
TAHCLE	Training against Hate Crimes for Law Enforcement
TDS	Travel Document Security
THB	Trafficking in Human Beings
TIP	Trafficking in Persons
TNA	Training Needs Analysis
TNP	Turkish National Police
TNT	Transnational Threats
ToT	Training of Trainers
TPB	Terrorism Prevention Branch of UNODC
UATI	Universal Anti-Terrorism Instruments
UK	United Kingdom
UN	United Nations
UNCAC	United Nations Convention against Corruption
UNDP	United Nations Development Programme
UNDPKO	United Nations Department of Peacekeeping Operations
UNHCR	United Nations High Commissioner for Refugees
UNMIK	United Nations Interim Administration Mission in Kosovo
UNODC	United Nations Office on Drugs and Crime
UNPOL	United Nations Police
UNTOC	United Nations Convention against Transnational Organized Crime
USA	United States of America
USAID	United States Agency for International Development
VERLT	Violent Extremism and Radicalization that Lead to Terrorism
WCO	World Customs Organization
WG	Working Group
WPON	Woman Police Officer's Network



## **PREFACE BY THE OSCE SECRETARY GENERAL**

This is the tenth Annual Report of the Secretary General on Police-Related Activities, submitted in accordance with Decision 9 of the Bucharest Ministerial Council Meeting in December 2001.

When the first Annual Report on police-related activities was published in 2002, OSCE had deployed police components to four field operations in South-Eastern Europe only. Since then, police-related activities have become a key element of the Organization's efforts to address threats to security and stability in the OSCE region posed by criminal activity emanating from organized crime, including terrorism and trafficking in drugs and human beings. They are also an integral part of the OSCE's efforts in conflict prevention, crisis management and post-conflict rehabilitation. At the end of 2011, 14 field operations implemented police-related programmes and projects.

From initially concentrating on building basic policing capacities of the field operations' host States in post-conflict scenarios, the focus of activities has shifted to consolidating achievements and providing strategic support in planning and implementing comprehensive police reforms as well as specialized training in various specific areas of combating organized transnational crime and terrorism.

While some police-related activities may have changed over time, the norms, principles and standards defined by the United Nations and the OSCE, have remained the foundation for these activities, promoting the principles and elements of democratic policing, including the respect for the rule of law, human rights and fundamental freedoms, and the importance of police-public partnerships for solving crime and enhancing community safety and security.

With a growing list of mandates and tasks, which have been provided by various Ministerial Council and Permanent Council decisions since 1998, not only the number of field operations with police components have increased but also the number of thematic units within the Secretariat that deal with police-related issues. This is due to OSCE' comprehensive and cross-dimensional approach to the three dimensions of security.

A comprehensive stock taking report on OSCE's police-related activities since 1998 was presented in 2010, analyzing and assessing OSCE police-related activities, and providing forward-looking perspectives and strategic recommendations for OSCE policing.

One of the forward looking recommendations of the report was to further increase the co-ordination between the various executive structures in the cross-dimensional police-related activities. My proposal to create a new Department within the OSCE Secretariat to address transnational threats was welcomed by the participating States who adopted MC.DEC/9/11. This will strengthen co-ordination and coherence in the OSCE's efforts to address transnational threats.

I am looking forward to the further development of policing programmes in the OSCE participating States which are already a specific brand of the organization.

*Lamberto Zannier*  
*OSCE Secretary General*

## EXECUTIVE SUMMARY

The Annual Report of the Secretary General on Police-Related Activities in 2011, submitted in accordance with Decision 9, paragraph 6, of the 2001 Bucharest Ministerial Council Meeting, provides an overview of the police-related programmes and projects, implemented by the thematic units in the Secretariat, the field operations and ODIHR during 2011.

The topics that continued to dominate OSCE's policing agenda were the fight against transnational threats, including those, emanating from organized crime and terrorism, and the promotion of the principles of democratic policing.

2011 witnessed a notable increase in general police development and reform activities and a slight increase in anti-organized crime activities of the OSCE, with approximately two thirds of the activities focussing on general police development and one third of activities being devoted to addressing organized crime.

In the field of general police development and reform, most of the activities were devoted to enhancing and consolidating community policing/police-public partnership projects, with a substantial increase of such activities taking place in Kyrgyzstan in the context of the Community Security Initiative (CSI). Support in strategic planning of police reform, the development of national police training capacity, and the mainstreaming of gender issues in policing were the other three areas where most efforts were directed.<sup>1</sup>

In the field of activities against organized crime most attention was devoted to the fight against Trafficking in Human Beings (THB) with more than a third of all activities addressing THB projects. The fight against terrorism received the second greatest attention, followed by activities that addressed anti-corruption, cyber security/cybercrime, criminal investigations, and the fight against illicit drugs and precursors.<sup>2</sup>

The vast majority of projects in the areas of police development/reform and the fight against organized crime (almost two thirds), were related to training and capacity-building, with notably fewer projects taking place in the area of legislative and strategic support. The facilitation of study tours and conference participation of national stakeholders abroad played a rather minor role in the activities.

In all of the police-related activities, the promotion of human rights and gender mainstreaming remained an integral element.

### Activities of the SPMU

In 2011, the SPMU continued providing police-related support to the OSCE Secretary General and the OSCE Chairmanship-in-Office. The Unit also responded to participating States' requests for assistance in police reform and supported the OSCE field operations in the implementation of their mandates. Particular efforts were devoted in this regard to the assessment of the OSCE Community Policing Project in Azerbaijan and the OSCE Community Security Initiative in Kyrgyzstan; the latter also in close co-operation with the Conflict Prevention Centre.

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<sup>1</sup> A graphic overview of the types of assistance provided by the various executive structures in the different fields of police development and reform is given in Appendix 3 to this report.

<sup>2</sup> A graphic overview of the types of assistance provided by the various executive structures in the different fields of combating organized crime is given in Appendix 4 to this report.

As a follow-up to its 2010 *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*<sup>3</sup>, the SPMU, in close co-operation with the participating States contributed considerably to the development of an OSCE strategic framework for police-related activities.

The SPMU's efforts in developing baseline police capacities of participating States and its support to policy development was underpinned by the publication of an English and Russian version of a guidebook on *Trafficking in Human Beings: Identification of Potential and Presumed Victims. A Community Policing Approach*.<sup>4</sup> The Unit also provided extensive support to the Action against Terrorism Unit and ODIHR in developing guidebooks related to the work of the police in the fight against terrorism and the protection of human rights. Principles of democratic policing were also promoted through the continuing presentation and distribution of SPMU's key publications to the OSCE field operations, Institutions, and national and international partner organizations.

SPMU's police training development activities focused on promoting E-learning, facilitating and providing training in investigating THB and cybercrime, and in combating illicit drugs and precursors, the latter including training courses for Afghan law enforcement officers which were organized in close co-operation with participating States, Afghan authorities, other OSCE executive structures and the international community. The SPMU was also very active in promoting regional co-operation in fighting transnational crime.

Utilizing and further enhancing the Policing OnLine Information System (POLIS), 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.

#### *Enhanced Programmatic Co-ordination in Addressing Transnational Threats (TNT)*

Following up on the Athens Ministerial Council Decision No. 2/09 and the Report 2010 by the OSCE Secretary General on the Implementation of MC.DEC/2/09 on *Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability* the thematic units in the Secretariat, including the SPMU, maintained and enhanced co-operation in jointly conducting events, such as trainings, workshops or conferences on TNT issues, many of which involved police-related activities. Co-operation was also strengthened with other OSCE executive structures and international partner organizations. Furthermore, the 2011 Vilnius Minister Council, in Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE's Efforts to Address Transnational Threats* welcomed "the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE's mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE's resources in addressing transnational threats".

Specific attention was directed towards enhancing legal co-operation in the OSCE area in criminal matters related to terrorism; as well as on capacity-building of border police/guards and customs officials in the fields of travel document security, container supply chain security, and cyber security; and on countering violent extremism and radicalization that lead to terrorism.

<sup>3</sup> See OSCE, *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*, SEC.GAL/62/10, Vienna, 31 March 2010.

<sup>4</sup> OSCE, *Trafficking in Human Beings: Identification of Potential and Presumed Victims. A Community Policing Approach*, SPMU Publication Series Vol. 10, Vienna, June 2011 at: [http://polis.osce.org/library/details?doc\\_id=3803](http://polis.osce.org/library/details?doc_id=3803).

The OS/Borders Team in the CPC focused primarily on supporting various capacity-building events within the new OSCE Border Management Staff College in Tajikistan and in a number of participating States by providing training sessions on drug trafficking, trafficking in human beings, patrolling and surveillance, and anti-corruption initiatives for border police/guards and customs officers from various participating States, Afghanistan and Mongolia.

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 as well as in national police strategies of participating States, and further developed the roster for female experts in the first dimension.

Police-related activities of the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings continued to focus on providing training for police agencies, prosecutors and judges in the OSCE area to raise awareness about the human rights-based approach in the fight against THB, about the links of THB with other forms of transnational threats such as drug trafficking, corruption, money laundering and terrorist activities, and to promote international co-operation among law enforcement agencies.

The police-related activities of the Office of the Co-ordinator of OSCE Economic and Environmental Activities focused primarily on raising awareness of the participating States on the implementation of international legislative frameworks in the fields of combating corruption, money laundering and terrorist financing.

#### *Police-Related Activities of the OSCE Field Operations*

In view of the successful projects carried out during the last decade, the field operations in South-Eastern Europe continued to shift efforts in the area of police development, border and customs management and community policing from basic capacity-building to ensuring the sustainability of previous achievements through specific capacity-building in strategic planning, modern management of human resources, accountability and the further development of police training. Field operations in South-Eastern Europe also continued to devote significant attention to building national capacities in the fight against transnational threats while particularly addressing the fight against THB, anti-terrorism and criminal investigations/analysis.

Due to a lack of dedicated policing components, the field operations in Eastern Europe continued to implement their police-related activities within the framework of their Rule of Law and Human Rights programmes. Supported by the SPMU, the field operations' police-related initiatives focused primarily on police accountability, police-public partnerships as well as on training in the fight against THB. Upon invitation from the Belarusian Ministry of Interior, training assistance from the Secretariat in the field of THB continued in 2011 following the closure of the OSCE Office in Minsk.

The field operations in the South Caucasus further consolidated their community policing pilot projects across the host countries. Capacity-building of relevant government agencies and civil society groups in the fight against human trafficking was also high on the agenda of both field operations in this region. Both field operations also addressed, to a lesser extent, the issues of cyber security and public order management. The Office in Yerevan also devoted much attention to the modernization of the police educational system.

Police-related activities continued to increase in Central Asia with anti-THB activities being a common activity in all the field operations. Assistance in strategic planning of police reform was particularly high on the agenda of the Centre in Bishkek and the Office in Tajikistan. The development of police educational systems as well as gender issues in policing were also topics that most field operations in Central Asia focused on. Enhancing law enforcement capacities in criminal investigations was also on the police-related agenda of most of the field

operations in Central Asia. Community policing witnessed a significant increase of activities in Kyrgyzstan with the deployment of the CSI, while a notable number of activities of the Office in Tajikistan focused on the prevention of terrorism. In Uzbekistan, a considerable number of activities also focused on the fight against illicit drugs and precursors as well as corruption.

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

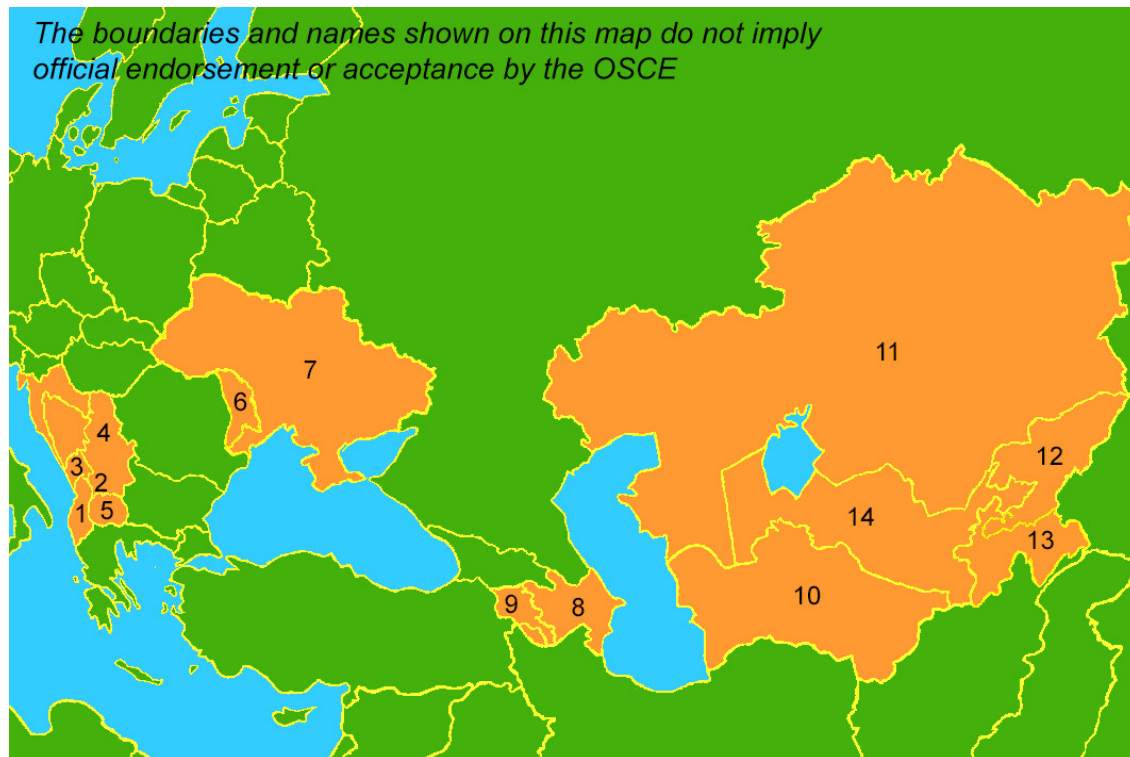
In 2011, ODIHR continued promoting human rights in the development of counter-terrorism strategies of participating States. Other police-related activities focused on integrating a gender perspective in policing, combating domestic violence and trafficking in human beings, monitoring places of detention; combating hate crimes and improving Roma-police-relationships. All these activities were undertaken in the form of workshops, conferences, needs assessments and the publication of guideline documents.

## 1. INTRODUCTION

The OSCE operates on the premise that respect for human rights and fundamental freedoms, democracy and the rule of law, as well as an effective and accountable criminal justice system are fundamental to a well functioning modern democracy. Democratic policing, which serves the people rather than just the State and respects human rights, fundamental freedoms and the rule of law, 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.

In recognition of the importance of the rule of law and democratic policing, police-related activities have become a key component of the OSCE's post-conflict rehabilitation operations and have gained increasing relevance in the organization's democratization and rule of law activities in states of transition as well as in the promotion of international co-operation in the fight against transnational threats. By the end of 2011, 14 out of 16 OSCE field operations undertook police-related activities.<sup>5</sup>

The following map provides an overview of OSCE field operations that undertook police-related activities as at the end of 2011.



Legend:

**South-Eastern Europe:**

- 1) Presence in Albania
- 2) Mission in Kosovo
- 3) Mission to Montenegro
- 4) Mission to Serbia
- 5) Mission to Skopje

**Eastern Europe:**

- 6) Mission to Moldova
- 7) Project Co-ordinator in Ukraine

**South Caucasus:**

- 8) Office in Baku
- 9) Office in Yerevan

**Central Asia:**

- 10) Centre in Ashgabat
- 11) Centre in Astana
- 12) Centre in Bishkek
- 13) Office in Tajikistan
- 14) Project Co-ordinator in Uzbekistan

<sup>5</sup> Since not all field operations have a distinguished police component, police-related activities of these field operations have been undertaken by other thematic components such as democratization, human rights, or rule of law units.

The police-related activities of the OSCE executive structures are based on a comprehensive list of mandates and tasks, which have been provided by various Ministerial Council and Permanent Council Decisions since 1998.<sup>6</sup> In the last 12 years, the concerns that most dominated the OSCE policing agenda for post-conflict States and States in transition (terrorism, transnational crime, the negative effect of corruption on sustainable economic growth and brutal violations of human rights) – led chiefly to calls for improvements in law enforcement investigative techniques, and a shift from a culture of force to a culture of service.

Due to the OSCE's comprehensive and cross-dimensional approach to the three dimensions of security, which emphasizes the connection between rule of law, economic development and stability, police-related activities have been increasingly attracting attention by the OSCE's executive structures. In addition to the field operations and the Strategic Police Matters Unit (SPMU), the High Commissioner on National Minorities (HCNM) and the Office for Democratic Institutions and Human Rights (ODIHR), as well as several thematic units within the OSCE Secretariat have included certain aspects of policing in their respective programmes. The thematic units include: the Action against Terrorism Unit (ATU); the Operations Service/Borders Team in the Conflict Prevention Centre (OS/Borders Team); the Gender Section; the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA); and the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB).

Moreover, in line with a holistic approach to Criminal Justice System Reform, the executive structures have increasingly combined police reform activities with activities that address capacity-building of other key players of the Criminal Justice System too, such as prosecutors and judges. Such complementary activities included in particular joint training events for police officers, prosecutors and judges.

The topics that continued to dominate OSCE's policing agenda were the fight against transnational threats, including those, emanating from organized crime and terrorism, and the promotion of the principles of democratic policing. In 2011, the main focus of OSCE police reform assistance programmes was directed towards providing assistance in introducing and enhancing police-public partnerships/community policing, strategic planning, accountability, the development of basic and advanced police training capacity; combating trafficking in human beings as well as terrorism, enhancing border management, and promoting regional law enforcement co-operation in addressing transnational threats. Increasing attention was devoted to addressing cyber security and cybercrime. In all of the police-related activities, the promotion of human rights and gender mainstreaming remained an integral element.<sup>7</sup>

This is the tenth report submitted in accordance with Decision 9, paragraph 6, of the Bucharest Ministerial Council Meeting, 4 December 2001. It describes the police-related activities of the OSCE executive structures in compliance with the Ministerial and Permanent Council Decisions and Action Plans, listed in Appendix 2. The report provides information about the police-related activities of the SPMU, other thematic units in the Secretariat, and the OSCE field operations. The ODIHR Annual Report on Police-Related Activities for 2011 is attached to this report in Appendix 1.

A list of contact details of the OSCE executive structures that dealt with policing issues in 2011 is attached in Appendix 5 to this report.

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<sup>6</sup> For a comprehensive overview of the Decisions, see Appendix 2 to this report.

<sup>7</sup> An overview of different areas of police-related activities is provided in Appendix 3 and 4 to this report.

## 2. ACTIVITIES OF THE STRATEGIC POLICE MATTERS UNIT

### Background

The primary role of the SPMU is to provide police-related support to the OSCE Secretary General, the Chairmanship-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 entire 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 guides capacity-building aimed at creating competence to tackle transnational threats, including those emanating from organized crime and terrorism.

The SPMU explores every opportunity to also include participants from Partners for Co-operation, in particular from Afghanistan, in its capacity-building events.

Throughout the year, the Senior Police Adviser and his staff held high-level meetings with the Ministers of Interior, Head/Directors of Police and Police Academies and Directors of Departments of numerous participating States, responsible for ensuring police accountability and the protection of human rights, as well as dealing with public order management and combating organized crime, terrorism, and trafficking in drugs.

In 2011, the Unit continued assisting the field operations and participating States in developing police training and in organizing study tours for law enforcement representatives from participating States to other countries and institutions where they could observe and learn about other practices and standards in various fields of policing.

In 2011, the SPMU also continued facilitating the exchange of information and the co-ordination of police-related activities among the relevant OSCE executive structures. On 20-21 September, the Unit organized a meeting with the Heads of Law Enforcement Departments and Programmes in Vienna to address issues of common interest. Other thematic units from the Secretariat also participated in the meeting in order to enhance the exchange of information between various executive structures involved in police-related activities. In addition, Delegations of the participating States were also invited to the meeting to give them the opportunity to meet the field operations' representatives in person and to receive insight from the field. The meeting was held in Vienna back-to-back with the "2011 OSCE Annual Police Experts Meeting", providing the Heads of Law Enforcement Departments and Programmes with the opportunity to meet law enforcement experts from the participating States, Partners for Co-operation, and international partner organizations.

### Policy Development

As a follow-up to its 2010 *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*<sup>8</sup> and subsequent discussions within the OSCE, the Unit presented a policy paper in 2011 to the participating States on *The Role of the SPMU and OSCE Police-Related Activities*. The policy paper analyzed the OSCE's added value and achievements in police-related activities and prioritized future fields of work. The paper served as the basis for the development of an OSCE strategic framework for police-related activities.

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<sup>8</sup> See OSCE, *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*, SEC.GAL/62/10, Vienna, 31 March 2010.



In 2011, the SPMU also continued to support the UN Department of Peacekeeping Operations (UNDPKO) in developing a *Strategic Doctrinal Framework for International Police Peacekeeping*. The document aims at enhancing the effectiveness of UN Police (UNPOL) peacekeeping through more consistent, harmonised approaches to the provision of public safety, police reform and support to host-state police services, and a more sophisticated recruitment of staff with the necessary specialised skills and experience.

#### Assessment of Police-related Projects

In 2011, the Unit, upon invitation and in close consultation with the respective field operations and their host states, undertook two comprehensive assessments of policing projects by OSCE field operations.

In April and May, the Unit undertook a week-long study visit to Azerbaijan to assess the progress of the OSCE Community Policing Project in Azerbaijan. In August and September, the Unit, in close co-operation with the Conflict Prevention Centre conducted a 16-day assessment visit to Kyrgyzstan to analyse the OSCE Community Security Initiative. The findings and recommendations of both assessments were highly appreciated by host countries, field operations and other international stakeholders.

#### Development of Baseline Police Capacities

In its efforts to assist the participating States in developing baseline police capacities that comply with the requirements and obligations accepted by them by ratifying fundamental international legal instruments, the SPMU continued disseminating and promoting its key publications on democratic policing and operationalizing them in the framework of high-level regional workshops on democratic policing.

Together with the ODIHR Contact Point for Roma and Sinti Issues, the SPMU continued to promote the jointly developed guidebook on *Police and Roma and Sinti: Building Trust and Understanding*. In 2011, in co-operation with the respective Ministries of Interior, a Romanian version of the book was released at a workshop in Bucharest on 7-8 July; and on 8 November, a Hungarian version was released at a workshop in Budapest. The events brought together parliamentarians, officials from several ministries, representatives of relevant police structures, and non-governmental organizations. Discussions focused on police education, recruiting and retaining Roma police officers, and building trust between the police and Roma communities (see also Appendix 1).

In 2011, the SPMU, jointly with the ATU and ODIHR started work on a guidebook on *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism: a Community Policing Approach*. Co-operation with the other units also included the organization of regional workshops in Bishkek on 4-5 October and the participation in a panel discussion at a conference in Antalya (9 December) dedicated to the topic of "Community Policing Tools to Counter Violent Extremism and Radicalization that Lead to Terrorism (VERLT)" (see also chapter 3.1).

On 9-10 June the, SPMU in close co-operation with the Turkish National Police Academy organized a workshop in Ankara focusing on "Contemporary Police Training: E-learning". The workshop convened training experts from the OSCE, Council of Europe, INTERPOL, UNODC and a number of participating States.

In an effort to enhance the network of police training institutions in the OSCE area, the SPMU signed co-operation protocols with the police academies of Georgia and Turkey.

Similar co-operation mechanisms with the Association of the European Police Colleges and other regional and international organizations were going to be pursued in 2012.

In October 2011, the SPMU paid a visit to INTERPOL and discussed areas of co-operation. As a first outcome OSCE and INTERPOL agreed to support each other in the development of e-learning training modules and training expertise in the participating States.

Throughout the year, the SPMU provided assistance to the UNDPKO in developing a UN Police standardized training curriculum on investigating and preventing sexual and gender-based violence in conflict environments.

In close co-operation with criminal justice experts from the OSCE executive structures, participating States, international organizations and think tanks, the SPMU also began work on a new guidebook on *Police Reform within the Reform of the Wider Criminal Justice System*. The book aims at providing good practices in a holistic approach to police reform that complements relevant reform activities in other sectors of the Criminal Justice System to enhance the effectiveness and efficiency of the entire criminal justice process. As part of the drafting process, the SPMU also organized the 2011 OSCE Annual Police Experts Meeting on the same topic. The book was planned to be published in 2012.

Furthermore, the SPMU and ODIHR embarked on the development of a practical manual for law enforcement officers on *Human Rights and the Investigation of Terrorist Crimes*. In late 2011, the SPMU and ODIHR organized two pilot training courses held in Pristina and Skopje where the manual was tested. The final version of the manual was going to be developed and published in 2012 (see also Appendix 1).

Moreover, the SPMU closely co-operated with ODIHR in the development of *Guidelines on Human Rights Education for Law Enforcement Officials* that were due to be released in 2012 (see also Appendix 1).

### Organized Crime in General

In response to OSCE Ministerial Council Decision MC.DEC/5/06 on *Organized Crime*, the SPMU, in 2011, continued to be very active in dealing with organized crime topics.

Throughout 2011, the SPMU represented the OSCE at the “UNTOC Conference of Parties Meetings” and at the “United Nations Commission on Crime Prevention and Criminal Justice Conference” (see also chapter 1.3).

On 11-13 July, the SPMU, the OCEEA and the OSCE Centre in Astana, in co-operation with UNODC, co-hosted the fourth annual workshop on “International Co-operation in Criminal Matters for Legal Experts in Central Asia”. The event brought together over 60 practitioners from the five Central Asian States, Afghanistan, Iran and Pakistan. Experts from Australia, the Netherlands, the Russian Federation, and UNODC participated also in the event. International criminal justice experts focussed on problem areas that are common for all countries in the region: extradition and mutual legal assistance, money laundering, confiscation of criminal assets, and exchange of data from criminal records. The workshop provided participants the occasion to network and discuss opportunities for international co-operation and mutual legal assistance. The workshop was funded by the United States, Australia and Norway.

### Cyber Security/Cybercrime

The SPMU's Adviser on Organized Crime is a member of Europol's European Cybercrime Training Experts Group (ECTEG), which meets twice per year to discuss cybercrime trends and training issues.

On 2-3 June, the SPMU hosted a "Regional Workshop on Computer Forensics and Digital Evidence for Police, Prosecutors and Judges in Southeastern Europe" in Belgrade. The workshop gave police supervisors, appellate level prosecutors and judges an introduction to computer crimes, computer forensics, and cyber evidence. The event brought together 25 criminal justice experts from Croatia, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia. The training was provided by cybercrime investigation experts from the Republic of Serbia's Ministry of Interior, the Republic of Serbia's Ministry of Justice, the Prosecutors Association of Serbia, and the Cybercrime Research Institute (Cologne, Germany). The training gave the participants an introduction to computer crimes, computer forensics, and cyber evidence. The course was designed for police managers who supervise cybercrime investigations, prosecutors who have the responsibility of handling appeals related to electronic evidence, and judges who deal with cyber evidence and Internet crimes. The Workshop was funded by the Norwegian government and was implemented in co-operation with the OSCE Mission to Serbia's Rule of Law Unit.

From 10-14 October, the SPMU organized a one-week week "Regional Training Course on Advanced IT Forensics, Network Investigations, and Forensic Computer Skills". The training was organized for 18 law enforcement investigators from Albania, Croatia, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia. The training was provided through the German Federal Criminal Police Office (BKA) in connection with the 7<sup>th</sup> OLAF European Computer Forensic Training in Wiesbaden, Germany. The advanced level training was designed to enhance the skill level of investigators who deal with highly complex computer crimes with an emphasis on IT and computer forensics. The course was a direct follow-up to a regional, three-week cybercrime training course that was conducted in Belgrade in November 2010. During the November course, the participants were also trained as trainers. Upon completion of the BKA/OLAF Advanced Course, the participants returned to their countries and passed the new skills along to their colleagues. The training was accredited by IACIS (International Association of Computer Investigative Specialists) and the German BKA. The activity was funded by the United States of America.

From 14-18 November, the SPMU, in co-operation with the University College Dublin (UCD) and Europol, facilitated an advanced, one-week "Regional Cyber-Crime Training Course" in Belgrade. The training on "Using Linux as an Investigative Tool" was provided by instructors certified by the UCD and Europol's ECTEG. The course is academically accredited by the UCD. The course was a follow-up to a three-week regional training that was conducted in November 2010 in Belgrade. The students for this advanced course were the same police officers from Albania, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia, who successfully completed the foundation level training in Belgrade and the advanced BKA training in Germany. The first phase of the Linux training consisted of six weeks of on-line training. This enabled the participants to learn at their own pace during their off-duty time. The on-line training began on 19 September. The one-week classroom training took place in Belgrade. The training course was funded by Finland.

### Trafficking in Human Beings

In 2011, the SPMU contributed to several anti-trafficking training activities organized by various OSCE field operations. This contribution included assistance to field operations in identifying international trainers as well as active participation in the delivery of training.

Between 21 February and 4 March, the SPMU organized and facilitated an on-line workshop in the Policing OnLine Information System (POLIS) on the “Production and Dissemination of Child Abuse Material. Abuse of Social Networks for Grooming and Legislative Framework”.

On 19 March, the SPMU gave a presentation on the “Role of Security Sector in Preventing and Combating THB” in the frame of the second four-week training at the Border Management Staff College in Dushanbe. Among a total of 29 participants, there were eight participants from Afghanistan, six from Kyrgyzstan, two from Moldova, two from Mongolia and 11 from Tajikistan.

On 18-19 April, the SPMU gave a presentation in the frame of a seminar on “Forced Labour in Ganja, Azerbaijan. The seminar was organized by the OSCE office in Baku (see also chapter 4.8)

On 17 May, the SPMU gave a presentation on “The OSCE Approach to THB” in the frame of a training on “Best Practices and Perspectives of Combating Trafficking in Human Beings”, organized by the International Training Centre on Migration and Combating THB in Minsk.

From 25-27 May, the SPMU organized a three-day training seminar in Vilnius for experts from East European countries focussing on on-line child abuse investigation and victim identification.

On 9-10 June, the SPMU gave a presentation on “Community Policing Tools to be Used in Preventing and Fighting Domestic Violence and THB” at the “International Community Policing Conference”, organized by the OSCE Office in Baku (see also chapter 4.8).

On 22 June, the SPMU facilitated a seminar held at the Austrian MoIA for Ukrainian law enforcement experts. The objective was to exchange experience in the area of prevention and the fight against THB and related crimes during big sport events. The seminar was organized as part of the preparation for the EURO 2012 football championship that was going to be co-hosted by Ukraine and Poland.

On 29 June, the SPMU gave a presentation on “Sexual Abuse of Children on the Internet” during a workshop on “Crimes against Children, Juvenile Crime and Delinquency”, organized by the OSCE Mission in Moldova.

On 3-4 October, the SPMU, together with the OCEEA and OSR/CTHB organized an “Expert Seminar on “Leveraging Anti-Money Laundering Regimes to Combat Trafficking in Human Beings” in Vienna (see also chapter 3.4)

Between 14-18 November, the SPMU, in co-operation with the OSCE Project Co-ordinator in Ukraine and the OSCE Mission to Moldova, organized a study visit to the UK for a group of experts from the Moldovan and Ukrainian Ministries of the Interior. The study visit programme included visits to the following organizations: Anti-Slavery International (NGO); Child Exploitation and Online Protection Centre; NSPCC Child Trafficking Advice and Information Line, StopTheTraffik (NGO); and the UK Human Trafficking Centre (Serious Organized Crime Agency) to learn about anti-trafficking strategies in the UK with a focus on the sexual abuse of children on the internet.

In June, the SPMU published a new guidebook on *Trafficking in Human Beings: Identification of Potential and Presumed Victims. A Community Policing Approach*. The book was widely

distributed among the participating States and introduced at a roundtable on “Identification of Victims of Trafficking in Human Beings: International and National Practice”, held in Astana on 14 September. The book was also translated into the Russian language. In 2012, the book was planned to be further operationalized in the format of a training manual for law enforcement authorities.

Together with the OSR/CTHB, the SPMU embarked on a research project on “Trafficking in Human Beings for the Purpose of Organ Removal”. Both units provided an external expert who had been hired for accomplishing this task with continuous support. The final research report was to be presented at a briefing for the OSCE Delegations and representatives of international organizations in April 2012 (see also chapter 3.5).

### Drug Trafficking

In response to Permanent Council Decision No. 813 (2007) on *Combating the Threat of Illicit Drugs and Precursors*, and Ministerial Decision No. 4/07 on *OSCE Engagement with Afghanistan*, the SPMU, in 2011, continued to assist the Afghan National Police in facilitating training courses for Afghan law enforcement officers. The courses were specifically tailored to address the needs of the Afghan National Police.

In March, the SPMU launched a portal in POLIS on “Combating Illicit Drugs”, which shall serve as a platform that offers information to experts from participating States on combating drugs. Its purpose is to raise awareness on drug-related problems and stimulate the participating States to be more actively engaged in drug supply and demand reduction.

From 30 April to 14 May, the SPMU organized a “Counter-Narcotics Train-the-Trainer Course” for 11 Mid-Senior Level Afghan police officers at the Turkish International Academy against Drugs and Organized Crime (TADOC) in Ankara. The Afghan police officers were trained on modern investigation techniques in countering illicit drugs. The training was co-financed by the governments of Belgium and Turkey.

On 16-17 June, the SPMU, in close co-operation with the Lithuanian Chairmanship, UNODC and the OS/Borders Team, organized a conference on “Combating Drug Trafficking and Enhancing Border Security and Management in the OSCE Area” in Vienna. A total of about 120 participants from participating States and Partners for Co-operation as well as eight international organizations took part in the conference. The conference promoted law enforcement and cross-border contacts and analyzed the possibilities of fostering international and regional counter-narcotics co-operation.

From 6-8 September, the SPMU, in close co-operation with UNODC, the OSCE Project Co-ordinator in Ukraine, and the OCEEA, organized a seminar on “Criminal Assets Seizure and Asset Recovery from Drug Dealers” in Kiev. Participants were experts who are directly involved in criminal justice co-operation, combating money laundering and who deal with the identification, freezing, seizure and return of proceeds of crime. There were a total of 80 participants.

On 12-15 December, the SPMU, jointly with the Central Asian Regional Information and Coordination Centre (CARICC), organized a regional training workshop on surveillance techniques for law enforcement personnel involved in illicit drugs controlled delivery operations. The event took place in the CARICC premises in Almaty, Kazakhstan. During the four-day course, 12 participants from Central Asian countries learned the skills necessary to conduct surveillance in support of law enforcement during specialized operations.

### *Policing OnLine Information System (POLIS)<sup>9</sup>*

In 2011, the SPMU continued to serve as the main collection point and central repository for OSCE police-related information and institutional knowledge, providing an online platform – POLIS – for sharing and exchanging information resulting from OSCE activities, local initiatives and development work of other international organizations and agencies in the field of policing.

In 2011, the SPMU negotiated and signed partnership agreements with regard to the use of POLIS with the Turkish National Police Academy and the Academy of the Ministry of Internal Affairs of Georgia.

The POLIS team, planned, designed and supported several online workshops and discussion forums in POLIS and provided substantial support to the first OSCE e-learning workshop in the field of policing. The team also created a thematic portal in POLIS on the topic of trafficking in illicit drugs.

Moreover, the POLIS team introduced several measures to further improve the quality of the information stored in the system, particularly in the Policing Expert Database. As part of its activities to promote the system, the POLIS team intensified the use of social media outlets such as Twitter and initiated the quarterly POLIS newsletter, which provides an overview of the latest developments in relation to POLIS and summarizes the quarterly statistics for the system.

In 2011, the team planned and conducted an online survey for the 6,300 registered POLIS users. The feedback received from the participants in the survey provided a solid basis for further improvement of the Digital Library and some of the suggestions were incorporated in the POLIS Strategy document.

### *Co-operation with other Internal and External Partners*

Following up on Athens Ministerial Council Decision 02/09 and the 2010 report by the OSCE Secretary General on the *Implementation of MC.DEC/2/09 on Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability*, the SPMU spared no efforts in ensuring maximum programmatic co-ordination of its activities, among the OSCE executive structures, and with international and regional organizations and NGOs in order to avoid duplications and to provide added value. The SPMU co-operated with other partners in organizing a number of needs assessments/fact finding missions, workshops, conferences, meetings and training events, described in this document.

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, including: the EU Border Management (BOMCA) and Drug Action (CADAP) Programmes in Central Asia; the Central Asian Regional Information and Co-ordination Centre (CARICC), the Conference on Interaction and Confidence Building Measures in Asia (CICA); the Collective Security Treaty Organization (CSTO); the European Commission (EC); the European Monitoring Centre for Drugs and Drug Addiction (EMCDDA); Eurojust; Europol; the Financial Action Task Force (FATF); the International Centre for Missing & Exploited Children (ICMEC); the International Centre for Migration Policy Development (ICMPD); the International Narcotics Control Board (INCB); the International Organisation for Migration (IOM); INTERPOL; the Shanghai Cooperation Organization (SCO); the Southeast Europe Cooperative Initiative (SECI) Center/Southeast European Law Enforcement Center (SELEC); the South East Europe Cooperation Process (SEECPP); the Southeast Europe Police Chief Association (SEPCA); the Police Cooperation Convention for Southeast Europe (PCC SEE);

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<sup>9</sup> See <http://polis.osce.org/>

the US Drug Enforcement Administration (DEA); the UK Serious Organised Crime Agency (SOCA); UNODC; and the World Customs Organization (WCO).

Other activities, principally related to police development, have involved co-operation with institutions and organizations, such as: the Academy of the Ministry of Internal Affairs of Georgia; the Association of European Police Colleges (AEPC), the European Police College (CEPOL); Europol's European Cybercrime Training Education Group (ECTEG); the Council of Europe; the Geneva Centre for the Democratic Control of Armed Forces (DCAF); the German Federal Criminal Police Office (BKA); the HCNM; the International Network to Promote the Rule of Law (INPROL); the International Training Centre (ITC); ODIHR; the Regional Cooperation Council (RCC); the Turkish National Police Academy, the United Nations Department of Peacekeeping Operations (UNDPKO); and the University College Dublin (UCD).

In addition, the above-mentioned activities were thoroughly co-ordinated with the respective thematic units in the Secretariat, according to the subject of the activity. 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, it is worth mentioning 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); the Police Academy of the MIA of Tajikistan and the Drug Control Agency of Tajikistan; and the Turkish International Academy against Drugs and Organized Crime (TADOC).

### **3. POLICE-RELATED ACTIVITIES OF THEMATIC UNITS**

#### **3.1 The Action against Terrorism Unit**

##### Background

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 a view to effectively utilizing resources and avoiding unnecessary duplication.

Recognizing that terrorism is a form of criminal activity and taking into account the important role that police can and should play in the fight against terrorism, the ATU contributes to the programme activities of the SPMU insofar as they are associated with law enforcement aspects of countering terrorism and as much as there exists a criminal-terrorist nexus, such as in the area of combating organized crime and drugs trafficking. The following ATU activities in 2011 touch upon or otherwise relate to police aspects of counter-terrorism work.

##### Counter-terrorism in General

In March, an ATU staff member provided a full day lecture on counter-terrorism matters to course participants at the Border Management Staff College (BMSC) in Dushanbe.

The H/ATU contributed as a panellist to the UNODC Symposium entitled “Taking Stock and Defining the Way Forward: Strengthening the Response to Terrorism by Addressing Connections with Related Criminal Activities” held at the UN Headquarters in Vienna on 16-17 March.

On 11-12 May, the ATU supported the OSCE Mission to Bosnia and Herzegovina in organizing a two-day training course on “Security Policy of Bosnia and Herzegovina in Combating Terrorism” in Jahorina. The course was attended by ministry officials and representatives of police and security institutions dealing with the prevention and the fight against terrorism, as well as by NGOs and the media. The SPMU and ODIHR also took part in the course.

On 5-6 October, an ATU representative participated in the Expert Group Meeting (EGM) on “The Use of the Internet for Terrorist Purposes” in Vienna, hosted by the UNODC Terrorism Prevention Branch (TPB), with the support of the Government of the United Kingdom. The overall goal of this initiative is to develop a technical assistance tool aimed at strengthening the institutional capacity of law enforcement and criminal justice systems to deliver effective rule of law-based responses to cases involving the use of the Internet for terrorist purposes.

On 29 September, the ATU, upon invitation by the Anti-Terrorism Center of the Commonwealth of Independent States, participated as observer at the Donbass 2012 anti-terrorism exercise organized by the Ukrainian Security Service in Donetsk. The aim of the exercise was to demonstrate for anti-terrorist structures of the CIS and its member states the preparedness of the Ukrainian security services – in co-operation with the Polish, Moldovan and Belarus authorities – to deal with security challenges during large sport events. The challenges referred to hostage-taking by terrorist or criminal groups, protection of critical infrastructure and the control of mass riots.



### Promoting the Legal Framework and Co-operation in Criminal Matters related to Terrorism

On 24-26 October, an ATU staff member participated in a conference on "Bringing Terrorists to Justice: European Standards Promotion and Sharing of Best Practices", which was organized in Kiev by the Council of Europe in co-operation with the Ukrainian Security Service. The meeting brought together more than 40 participants from Ukrainian Law Enforcement agencies and the Judiciary, international experts from Austria, Belgium, Germany, Greece, Italy, and the United Kingdom as well as representatives of international and regional organizations (the Anti-Terrorist Centre of the Commonwealth of Independent States; the European Court of Human Rights, Eurojust, and the OSCE). The discussions focussed on experiences and challenges in using international legal instruments for police and judicial co-operation in the area of counter-terrorism.

From 27-29 September, the ATU, in co-operation with UNODC and with the support of the OCEEA, organized a Sub-regional Workshop on "Preventing and Countering the Financing of Terrorism" in Chisinau. The workshop gathered more than 50 experts from 20 countries, mainly from Eastern and South-Eastern Europe and the South Caucasus. Participants included representatives from the police and other law enforcement agencies, prosecutors and experts from Financial Intelligence Units and officials from various ministries, such as the Ministry of the Interior, the Ministry of Justice and the Ministry of Finance.

On 24-25 November, the ATU, in close co-operation with the OSCE Centre in Bishkek and the UNODC TPB, and in partnership with the Anti-Terrorist Center (ATC) of the State Committee for National Security of Kyrgyzstan, organized a workshop on the "Implementation of the Universal Anti-Terrorism Instruments (UATI)" in Bishkek. The workshop brought together more than 30 participants from different governmental authorities, the Office of the Prosecutor General and the Parliament (Commission on Defence and Security) to discuss recommendations that were developed during a workshop organized by ATU/TPB in 2009. The recommendations aimed at aligning relevant national legislation with the UATI, and facilitating the process to ratify the UATI, to which Kyrgyzstan was not yet party. As a follow-up, the ATC agreed to co-ordinate the preparation of relevant amendments to be submitted to the Parliament and, in co-operation with the Commission on Defence and Security, to a justification note to initiate the ratification process of the outstanding UATI.

### Travel Document Security

The OSCE and the IOM initiated in Tajikistan a programme on "Enhancing Identity Management and Travel Document Security". Within the programme, the OSCE is responsible for assisting the Ministry of Foreign Affairs and Ministry of Internal Affairs/Police. The OSCE module will have as its cornerstone the reform of the travel document issuing system and the strengthening of the identity management procedures that allow authorities to securely establish a person's identity during the travel document application process and at the border, including through the use of the International Civil Aviation Organization Public Key Directory. The project is comprehensive in nature and will help to underpin OSCE's Police Reform efforts in Tajikistan and combat a number of transnational threats, such as the movement of terrorists and extremists, organized crime, as well as trafficking and smuggling in all its forms.

In Kyrgyzstan and Tajikistan, the Unit continued a project to facilitate real-time access for border control points to INTERPOL databases, including the Stolen/Lost Travel Document Database (SLTD), and to support the building of databases for travel document issuance and border control purposes. Projects such as these establish border management systems that provide the backbone for capturing, verifying, storing and sharing information on cross-border activity. This helps to greatly strengthen the analytical capacity of law enforcement officials to help combat organized crime, terrorism and other transnational threats.

On 11 November, a ten-day training course on the detection of forged documents was held for border officials in the Novopokrovka Border Troops Training Centre near Bishkek. The training was led by two Document Advisors from the Austrian Federal Ministry of Interior and included sessions on how to detect forged documents, analysis and global developments in travel documents. The course was part of a wider project of the OSCE to enhance travel document security in the Kyrgyz Republic. This was the 17<sup>th</sup> course organized by the ATU and the OS/Borders Team in co-operation with OSCE field operations. The course material has been developed by the Austrian Federal Mol and recognized by FRONTEX as best practice material.

In Uzbekistan, the Unit continued to support the OSCE Project Co-ordinator's large-scale project supporting the introduction of an electronic passport, which was co-developed with the ATU. In 2011, this included facilitating an 11-day study visit for a group of seven Uzbek travel document security officials to North America to learn more about the introduction of ePassports. The Uzbek delegation visited the national passport authorities of Canada and the United States, as well as the Secretariat of the International Civil Aviation Organization (ICAO).

As in past years, the ATU contributed to the ICAO's decision making body, the Technical Advisory Group (TAG) and its working groups, the Implementation and Capacity Building Working Group (ICBWG) and the New Technologies Working Group (NTWG), to support policy level initiatives strengthening law enforcement and border management tools used to fight organized crime.

#### Container/Supply Chain Security

On 16-17 May, the ATU co-organized with the World Customs Organization (WCO) a sub-regional workshop for South-Eastern Europe on the "SAFE Framework of Standards to Secure and Facilitate Global Trade", with particular focus on the concept of the Authorized Economic Operator (AEO). The workshop was held at the WCO Regional Training Centre Skopje and brought together 15 customs participants. In addition to the ATU, representatives from the OS/Borders Team and the OCEEA helped to prepare the workshop and gave presentations on relevant OSCE activities.

On 13-16 June, the ATU and the WCO jointly organized a National Workshop in Yerevan on introducing simplified and more secure customs procedures to facilitate international trade, known as Single Window. The workshop, attended by 20 participants from the Republic of Armenia was a follow-up to the national SAFE strategic action plan workshop held by the WCO in Yerevan in 2009 with support from the ATU. The concept of Single Window counts among the technical specifications of the SAFE Framework.

#### Cyber Security

From 9-10 May, the ATU, on behalf of the Lithuanian OSCE Chairmanship, organized the "OSCE Conference on a Comprehensive Approach to Cyber Security: Exploring the Future OSCE Role". The conference was organized in line with PC.DEC/991 and PC.DEC/992. More than 200 experts from 55 participating States and Partner for Co-operation States took part in the conference, as well as representatives from international organizations (the UN Counter Terrorism Implementation Task Force (CTITF), International Atomic Energy Agency (IAEA), INTERPOL, International Telecommunications Union (ITU), and UNODC), regional organizations (the Council of Europe, CSTO, NATO, the Organization of American States (OAS) and the Organization for Democracy and Economic Development (GUAM)), as well as academic/research institutes (Co-operative Cyber Defence Centre of Excellence and the RACVIAC Center for Security Co-operation).

On 28 September, a representative from the ATU participated in a city forum “Information and Intelligence Systems Work Stream Round Table” with the US Cyber Consequences Unit, held in London. The topic of discussions was “Strengthening Global Cyber Security”. High level representatives from the public and the private sectors shared their views on current and emerging threats emanating from cyberspace and outlined potential solutions. Particular focus was placed on collaborative approaches and international co-operation as well as public-private partnerships.

On 6-7 October, the ATU supported the OSCE Office in Baku to organize the “National Expert Conference on Tackling Cybercrime - A Key Challenge to Comprehensive Cyber Security”. The ATU identified key international experts, delivered a keynote presentation on OSCE efforts related to cyber security and moderated a session. The workshop sessions reviewed cybercrime and responses, pertinent international legislation, Public-Private Partnerships and law enforcement co-operation issues. The conference followed a workshop in 2009 in Baku that focused on cyber security in a comprehensive manner - an approach that looks at different actors, targets, threats and responses in a less compartmentalized way.

#### *Countering Violent Extremism and Radicalization that Lead to Terrorism (VERLT)*

On 11-12 May, the ATU supported the OSCE Mission to Bosnia and Herzegovina in organizing a two-day course on “Security Policy of Bosnia and Herzegovina and Combating Terrorism”. The course was attended by ministry officials and experts from security agencies dealing with the prevention and fight against terrorism, as well as representatives of non-governmental organizations and the media. The SPMU and ODIHR also took part in the course.

On 4-5 October, the ATU and the SPMU, jointly with the OSCE Centre in Bishkek, organized a National Workshop on “Community Policing Tools to Counter Violent Extremism and Radicalization that Lead to Terrorism” in Bishkek. The event, held in co-operation with the Ministry of the Interior of the Kyrgyz Republic, brought together 60 participants from state authorities, civil society, as well as representatives from Tajikistan, the CIS, the SCO and UNOHCHR. Participants exchanged views on their understanding of VERLT and their perceptions of the threat it posed in Kyrgyzstan. The workshop emphasized that a community policing approach, when effectively implemented, would benefit efforts to counter VERLT as one of the many possible risks to community safety, while protecting and promoting human rights and fundamental freedoms.

On 9 December, the ATU organized a panel discussion on the role of community policing in preventing VERLT, within the framework of the Third International Terrorism and Transnational Crime Symposium organized by the International Center for Terrorism and Transnational Crime (UTSAM) of the Turkish National Police Academy in Antalya. Practitioners from both police and civil society shared their experience with regard to police-public partnerships to counter VERLT at the community-level.

On 12 December, the ATU and the Gender Section, together with ODIHR, organized an expert roundtable on preventing women terrorist radicalization. The roundtable brought together over 60 participants from civil society, academia and state authorities to discuss the dynamics of women’s terrorist radicalization and strategies for its prevention. The roundtable emphasized the need to develop an evidence-based and contextualized understanding of terrorist radicalization of women in order to develop counter measures that are gender sensitive and human rights compliant, a condition for their effectiveness.

By the end of 2011, the ATU, jointly with the SPMU and ODIHR, embarked on elaborating a Guidebook on *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism: a Community Policing Approach* to be published by the end of 2012.

The aim of the guidebook is to provide guidance to policy level officials, senior police professionals and community leaders, based on international experiences and in line with OSCE commitments in the field of counter-terrorism and human rights, on how to leverage community policing as part of an effective human-rights compliant, gender sensitive and multi-disciplinary approach to countering terrorism. The development of the guidebook was to be informed through an online discussion forum using POLIS.

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### **3.2 Operations Service / Borders Team in the Conflict Prevention Centre**

#### Background

The CPC OS/Borders Team is the primary point of contact in the Secretariat for all border security and management related issues. The OS/Borders Team is responsible for co-ordinating the OSCE's response to requests from participating States on this subject and maintaining the OSCE Border Security and Management National Focal Point (NFP) network.

In 2011, five permanent staff of the OS/Borders Team were involved in activities to address crime-related issues in 2011, directly focusing on capacity-building activities concerned with combating drug trafficking, trafficking in human beings, control of exported small arms and light weapons and dual-use goods, and other major cross-border crimes relevant to the border security and management of OSCE participating States.

#### Border Management Staff College

In 2011, the OS/Borders Team supported diverse capacity-building training events within the Border Management Staff College (BMSC) throughout the year. The delivery of two four-week long staff courses, addressing mid-level and senior management from border security and management agencies had priority and were successfully delivered, with nearly 60 participants. Attendees included officers from participating States, Afghanistan and Mongolia. The OS/Borders Team consistently provided instructors to the courses.

#### Transnational Threats in Central Asia

The OS/Borders Team provided support to the BMSC in its collaboration with INTERPOL (Project Kalkan) to convene an experts meeting of Central Asian participants to examine the connections between criminal activity and terrorism. The trends which show some rise in terrorist activity were scrutinized for linkage to known criminal networks and discussed as an area of intelligence/information sharing that would benefit all participating States.

Together with the OSCE Office in Tajikistan and the BMSC, the OS/Borders Team co-hosted a group of OSCE Ambassadors at a workshop in Dushanbe in 2011. This awareness raising seminar introduced those in attendance to the complexities of organized crime and threats resident in the region.

### Trafficking in Human Beings

In 2010, the OS/Borders Team had started providing project support to the State Border Guard Committee of Belarus in connection with a capacity-building activity for psychological support to the Border Guards and victims of THB during investigation and related working processes. This project was cut short in 2011 with the closure of the OSCE Office in Minsk.

### Illicit Trade in Small Arms and Light Weapons

At the invitation of the UN Regional Centre for Peace and Disarmament, the OS/Borders Team participated in a training project on Combating Illicit Trade in Small Arms and Light Weapons. The training, held in Kathmandu, Nepal, gave the OSCE the opportunity to present the multi-dimensional nature of the OSCE Border Security and Management Concept and its application to the cross-border threats discussed in the workshop.

The OS/Borders Team, in conjunction with the FSC Support Section, began delivery of a series of regional workshops designed to bring together the customs agencies and national export licensing authorities of participating States and Partners for Co-operation. The workshop focus dealt with the legal and illegal movement of weapons and dual-use goods.

### Corruption

The OS/Borders Team, co-operating with the OCEEA and the SPMU, held an experts meeting dedicated to the development of standardized training in Anti-Corruption for participating States and Partners for Co-operation. The meeting was attended by more than 30 experts from across the OSCE, and was expected to result in a pilot offering of the training in 2012, hosted at the BMSC in Dushanbe.

In co-ordination with the OSCE Field Offices in Ukraine and Moldova, the OS/Borders Team and the European Union Border Assistance Mission (EUBAM) in Ukraine and Moldova launched a working group of selected representatives of the Border Services, including Customs Administration, of the two countries, in order to develop a curriculum on preventing and countering corruption in the Border Services.

### Other

One session of a training-of-trainers course for customs inspectors and officials in Turkmenistan, which was held in September 2011, included specific discussions on crime trends and routes in Central Asia. These discussions detailed the differences between organized crime controlling specific commodities, and organized crime controlling specific transportation routes and conveyances. This developed approach was reflected in the training provided to entry level officers in the State Customs Service.

During the course of the year, the OS/Borders Team continued to support Patrolling and Surveillance training for Tajik Border Guards on techniques and tactics to detect and interdict organized illegal cross border movements. As reported anecdotally, interdictions have risen through the period of the project and have been credited in part to the enhanced skills of the Tajik patrol teams.

The Tactical Patrolling and Surveillance Project in Tajikistan was extended and National Border Police officers from Afghanistan were offered this training in Tajikistan. The OSCE trainers were seconded from the Russian Federation and the USA. The training project was supported by staff from the OS/Borders Team.

A project with similar objectives on capacity-building had been negotiated with the Border Agency in Turkmenistan in 2010. Since sufficient funding was pledged during the Vilnius Ministerial Council in 2011, the first phase of the project was planned to be implemented at the beginning of 2012.

For a second year, the OS/Borders Team supported the development of a curriculum for the Customs Academy in Bishkek. The curriculum incorporates modules on the detection of illicit drug smuggling at state borders, among other issues. By project conclusion in December 2011, eight customs trainers and four canine customs instructors were trained by the OSCE advisers. These instructors developed and delivered two entry level courses with a comprehensive curriculum that included the fight against smuggling and duty collection. About 450 Kyrgyz customs officers have been trained in the field. Additionally, 111 Afghan customs officers have been trained in Bishkek as a part of this project.

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### **3.3 The Gender Section**

#### Background

The integration of a gender perspective in security analysis that takes into account the needs, concerns and experiences of both men and women is crucial in attaining a comprehensive security analysis and is therefore critical in police work. Hence the Gender Section continues its efforts to enhance gender mainstreaming in policing to ensure that security is accessible and attainable to all segments of society. During 2001, the Gender Section continued to offer capacity-building, technical assistance and tools that support OSCE staff working in the first dimension to take gender aspects and gender mainstreaming into account in their work.

#### Activities

*The Annual Evaluation Report of the 2004 Action Plan for the Promotion of Gender Equality* showed that whilst there has been some advancement in gender mainstreaming programmes and policies across the dimensions, there was still improvement that could be made, especially in the first dimension. To help the field operations to include gender aspects in their programming the Gender Section, during 2011, developed a tailor-made capacity-building programme on gender mainstreaming for six field operations (Mission to Bosnia and Herzegovina, Mission in Kosovo, Mission to Moldova, Mission to Serbia, Office in Baku and Office in Yerevan).

The Gender Section, together with the Gender Unit in ODIHR, provided comments on the *Kazakhstan Action Plan Advancing Women Representation at Decision-Making Level* which included recommendations for the inclusion of women in the security sector as well as women holding public office. The recommendations focused on practical steps to include women in decision-making, as well as giving practical examples from other participating States.

The Gender Section continued its efforts of developing and promoting the roster for female experts in the first dimension, the GenderBase. During the course of 2012 the GenderBase was going to benefit from closer co-operation with the SPMU in order to enhance the efforts to include women in policing and security issues.

### **3.4 The Office of the Co-ordinator of Economic and Environmental Activities**

#### Background

In 2011, the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) continued to be directly involved in police-related activities, addressing good governance, anti-corruption, anti-money laundering and combating terrorist financing. To this end, the Office co-operated very closely with relevant thematic units, OSCE field operations and partner organizations, such as UNODC, the Organisation for Economic Co-operation and Development (OECD), the World Bank, the Council of Europe, the Eurasian Group on Combating Money Laundering and the Financing of Terrorism (EAG), and others.

#### Counter-terrorism

On 8 September, the OCEEA supported the ATU's "Workshop on Public-Private Partnerships on Enhancing Tourism Security", in particular by moderating the discussion on the economic impacts of terrorism and terrorist threats on the tourism sector. One of the conclusions was that especially in countries where the tourism sector constitutes a significant share of the economy, a careful balance needs to be made between facilitation of travel and the need for safety and security of travellers and the host country in order to avoid severe negative economic consequences. Therefore, forming co-operation frameworks between government security and law enforcement agencies, the tourism industry and relevant civil society organizations is important to develop safety and security approaches mindful of the industry concerns (see also chapter 3.1).

On 27-29 September, the OCEEA supported the sub-regional workshop on "Preventing and Countering the Financing of Terrorism", organized by the ATU and UNODC in Chisinau. The workshop gathered law enforcement, financial intelligence and judiciary representatives from OSCE participating States including Bulgaria, Moldova, Romania and Ukraine to exchange experiences in implementing the Financial Action Task Force's *9 Special Recommendations on Terrorist Financing*. The OCEEA provided a session on alternative sources of information on terrorist financing activity, including the role that open source information in the form of court cases, academic research and media reporting can play in increasing the effectiveness of national efforts to counter the financing of terrorism (see also chapter 3.1).

#### Financial Investigations and Money Laundering

On 11-13 July, the SPMU, jointly with the OCEEA and UNODC, organized a regional seminar on "International Co-operation in Criminal Matters". The event gathered law enforcement, judiciary and financial intelligence unit (FIU) representatives from Afghanistan, Iran, Kazakhstan, Kyrgyzstan, Pakistan, Tajikistan, Turkmenistan and Uzbekistan. The seminar built upon several workshops of similar scope held in previous years in Almaty, and aimed to support international co-operation between countries most affected by the regional production and transport of opiates. The OCEEA chaired and presented content for the second day of the seminar, which was devoted to interagency and international co-operation in efforts to prevent money laundering (see also chapter 2).

On 14-15 July, on the sidelines of the Egmont Plenary, the OCEEA and the Egmont Group of Financial Intelligence Units organized a joint "FIU Development Workshop" in Yerevan, which gathered FIU representatives from Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan to exchange experiences, foster regional co-operation, and for non-Egmont members Tajikistan and Turkmenistan, to learn more about the Egmont accession process. Speakers representing the Egmont Group, the International Monetary Fund (IMF), USAID,

UNODC, the World Bank, and the FIUs of Armenia, Israel, the Russia Federation, Serbia, and the United States facilitated discussions on FIU planning with stakeholders, national risk assessments, IT and security, information exchange and available international assistance. Participants expressed a desire for additional co-operation with the OSCE in both national and regional Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT) initiatives.

On 8 September, the OCEEA, jointly with the State Financial Monitoring Agency of Ukraine and with the support of the SPMU, organized a “Regional Round Table on Strengthening the Co-operation between Financial Intelligence Units, Supervisors, Reporting Entities and Law Enforcement Agencies in the Fight against the Laundering of Illegal Proceeds of Crime Through the Use of New Payment Methods (NPM)” in Kiev. The “Regional Round Table” brought together government representatives from the anti-money laundering and law enforcement sectors from the following countries: Belarus, Estonia, Latvia, Lithuania, Moldova, Romania, the Russian Federation and Ukraine, as well as international experts. It provided an opportunity for sharing best practices and expertise and contributed to improved institutional capacity of public authorities to more timely track and trace suspicious, criminal transactions through the use of NPMs. Participants discussed existing payment systems, focussing in particular on electronic money (including prepaid stored value cards), alternative remittance systems and mass cash payment systems, and discussed ways of preventing the abuse of these systems for money-laundering purposes. They also identified challenges in adopting and fully implementing appropriate national legislation and regulatory frameworks to counter the laundering of the proceeds of crime through NPMs and made recommendations for further action at the national and regional level.

On 3-4 October, the OCEEA, the SPMU, the OSR/CTHB and UNODC organized an “Expert Seminar on Leveraging Anti-Money Laundering Regimes to Combat Human Trafficking” in Vienna. A key goal of the seminar was to advance the body of operational knowledge available to law enforcement, financial intelligence units and private sector compliance departments in the use of financial investigations in identifying and confiscating the proceeds and instrumentalities of human trafficking, thus increasing the capacity of states to ensure that the rights of trafficked persons are restored and they are compensated for the trauma they suffer. The seminar also aimed at highlighting the urgent need to enhance inter-agency and international co-ordination on these issues, especially in view of global economic trends which may increase the vulnerability of populations to human trafficking and forced labour. A publication based on the seminar discussions was developed during the fall and disseminated to all stakeholders.

The OCEEA, in partnership with the International Monetary Fund, the World Bank and UNODC, has also been providing assistance to OSCE participating States seeking to conduct AML/CFT national risk assessments (NRAs). The first NRA meeting for Kazakhstan was held on 10-12 October 2011 in Astana.

### Corruption

On 23-25 March, the OCEEA in co-operation with the OECD Anti-Corruption Network (ACN) for Eastern Europe and Central Asia, the Lithuanian OSCE Chairmanship, the Special Investigation Service of Lithuania and the Chief Official Ethics Commission of Lithuania organized an “Expert Seminar on Anti-Corruption Policy and Integrity Training” in Vilnius. The seminar was attended by 60 government officials and experts from ACN countries as well as some EU countries and the USA. The participants discussed how to develop and implement more effective anti-corruption strategies; how to measure the impact and success of implemented policy measures; and how to develop ethical competences in public service. The seminar concluded with the elaboration of a set of good practices and next steps that the



participants could consider for use in their national context. Representatives from OSCE field operations in Central Asia and the South Caucasus also participated.

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

#### Background

THB has been recognized as a form of organized crime integrally linked with various other forms, such as drug trafficking, corruption, money laundering, forging of documents, fraud, smuggling of migrants, and terrorist activities, apart from being a gross violation of human rights and fundamental freedoms. Human trafficking endangers national security and economies of the participating States permeating into the legal economic sectors, and furthermore, transforming labour exploitation resulting from THB into a structural component of the global economy.

In 2011, seven professional staff members of the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB) were fully engaged in addressing trafficking in human beings (THB) as an integral part of organized crime, and its dimension of a serious transnational threat.

#### Addressing THB as a Transnational Threat

The OSCE commitments and recommendations provide the participating States with valuable tools to meet the challenges of THB as a transnational (as well as internal) threat and challenge. In 2011, the OSR/CTHB continued to promote the implementation of these comprehensive commitments in the course of country visits to Canada, Kyrgyzstan, Moldova and the United Kingdom. The SR/CTHB discussed with authorities how best to facilitate co-operation and information exchange on subjects including but not limited to – international co-operation among law enforcement agencies, victim-witness protection and capacity-building at an international level, as well as capacity-building of prosecutors and the judiciary. The OSR/CTHB contributed to national and international events related to THB-TNT in Almaty, Baku, Brussels, Bucharest, Istanbul, Minsk, Moscow, Otranto, Palermo, Paris, Pristina, Rome, Saint Petersburg, Sarajevo, and many other cities.

In October, the OSR/CTHB participated in the work of the Unified Commission on the Harmonization of Countering Terrorism, Organized Crime and Drug Traffic Legislation in the CIS region, under the CIS Inter-Parliamentary Assembly (CIS IPA), and strongly supported draft Commentaries to the *CIS Model Law on Combating Trafficking in Human Beings* and the *CIS Model Law on Providing Assistance to the Victims of Trafficking in Human Beings*, both adopted by the CIS IPA in 2008.

In March, the OSR/CTHB contributed to an annual session of the “Working Group on Prevention of Irregular Migration” of the International Border Police Conference in Minsk. A particular challenge raised by the participants in 2011 was how to distinguish mixed migration flows including irregular migrants and asylum seekers according to internationally recognized standards. The OSR/CTHB was invited to present the OSCE’s approach to THB.

TNT-related issues were thoroughly examined by the SR/CTHB in her presentations at the Permanent Council, Human Dimension Committee, OSCE Parliamentary Assembly, national parliamentary hearings and national judicial council meetings. The OSR/CTHB also addressed THB as a transnational threat through technical assistance and capacity-building activities, often in co-operation with OSCE field operations, in a number of participating States, through targeted training courses for professionals working in the anti-trafficking field, especially law enforcement personnel (for example, for the CIS International Training Centre on Migration and CTHB in Minsk, and the NATO Partnership for Peace Training Centre in Ankara). The OSR/CTHB also delivered training in Azerbaijan and Kyrgyzstan, and contributed to a sensitization seminar in Lankaran, Azerbaijan, on “Human Trafficking and Forced Labour for Regional Law Enforcement Agencies”. The training was organized by the OSCE Office in Baku and supported by the IOM and the ILO, and was attended by members of the regional police in Lankaran.

Throughout 2011, the OSR/CTHB contributed to the development of a FRONTEX manual on THB in a series of workshops. The first of these was held on 23-24 February in Cesena, Italy with the aim of bringing EU authorities including Border Guards, and related agencies and experts together to contribute and to assess the main needs for the development of a common curriculum on THB for Border Guards including training tools and training material. The working group was composed of 14 EU representatives of Border Guards and related agencies, and experts of CEPOL, Eurojust, Europol, FRONTEX, INTERPOL, IOM, UNICEF and the OSR/CTHB.

### Money Laundering

In 2011, the connections between THB and money laundering were a specific area of work of the SR/CTHB, leading to the *Alliance* Expert Seminar on “Leveraging Anti-Money Laundering Regimes to Combat Human Trafficking”, organized jointly with the OCEEA, the SPMU and UNODC on 3-4 October in Vienna. The event brought together the Financial Action Task Force (FATF), the Egmont Group, the EAG, *Alliance against Trafficking in Persons* partners, representatives of governments, NGOs, the private sector, etc. (see also chapter 3.4).

The *Alliance* Expert Seminar on Money Laundering/THB built on previous OSCE work on the nexus of THB proceeds and anti-money laundering measures, in particular the OSR/CTHB’s collaboration with FATF. On 23 February, the OSR/CTHB participated in a meeting in Paris to review the draft FATF Report *Money Laundering Risks Arising from Trafficking in Human Beings and the Smuggling of Migrants*, which was adopted in July 2011 and presented at the Seminar. OSR/CTHB also planned to ensure that the key deliverables of the event were applied in a practical way including in the Office’s training programmes for law enforcement, as well as in the provision of technical assistance to participating States and Partners for Co-operation.

### Working with the Judiciary

With the aim of strengthening the criminal justice sector response as mandated in the *OSCE Action Plan*, the OSR/CTHB continued throughout 2011 to work closely with the judiciary in participating States to further improve access to justice for victims of trafficking as well as to provide capacity-building on the legal complexities which often characterize human trafficking cases at trial. In the course of roundtable discussions and training events, the SR/CTHB outlined the relationship between restrictive interpretations of legal provisions in the Palermo Protocol and low prosecution and conviction rates. Furthermore, the SR/CTHB called attention to the ever-changing *modus operandi* of human traffickers.

On 2 February, the SR/CTHB delivered an address to the “High Level Roundtable on Vulnerable Victims and Gender Based Violence: Comparing Cultural Models and

Prosecution Trends”, organized by the Italian National Judicial Council in Rome. In line with MC.DEC/5/08 on *Enhancing Criminal Justice Responses to Trafficking in Human Beings through a Comprehensive Approach*, she addressed strategies for safeguarding the rights of trafficked persons.

On 4-5 April, the SR/CTHB addressed an international training course for judges and prosecutors on “Penal Systems, Migration Flows and International Co-operation”, which the Italian Judicial Council organized in Rome. Participants included judges and prosecutors from Albania, France, Italy and Romania, as well as representatives of Eurojust, and NGOs. She lectured on international standards for the protection of victims’ rights and the necessity of a multi-disciplinary approach to the identification and assistance of trafficked persons.

On 19 April, the SR/CTHB participated as a keynote speaker in a training course on THB organized by EULEX in Pristina. The training was attended by some 40 professionals, including EULEX judges, prosecutors, legal officers, advisers and other international experts. The SR/CTHB also held consultations with the Head of OMIK and other OSCE officials, and the President of the Assembly of EULEX Judges, as well as local authorities and representatives of civil society. In her address, the SR/CTHB outlined how restrictive interpretations of legal provisions in the Palermo Protocol can lead to a low prosecution and conviction rate. She elaborated on how the cultural background of practitioners can lead them towards such restrictive interpretations, and thus the need for further capacity-building among judges and prosecutors to ensure that there is a better understanding of the penal provisions on human trafficking.

On 6-7 October, the Deputy Co-ordinator for Combating Trafficking in Human Beings participated in the “Second Regional Conference of Presidents of Supreme Courts and State Prosecutors on Co-operation in Criminal Matters” which was organized by the highest judicial institutions in Bosnia and Herzegovina and the OSCE Mission to Bosnia and Herzegovina. During the conference, representatives of the regional judiciary discussed the possibilities of enhancing co-operation in various segments of work and potential regional projects, including through mutual legal assistance. The Deputy Co-ordinator addressed the conference on behalf of the SR/CTHB, focusing on the challenges of THB for the criminal justice system and the role of judges and prosecutors in ensuring justice for trafficking victims. She met with the Head of the OSCE Mission to Bosnia and Herzegovina as well as with the Acting Chief Prosecutor of Bosnia and Herzegovina, to discuss challenges and developments related to strengthening the capacity to address THB for labour exploitation, including investigation and prosecution of cases.

On 31 October and 1 November, as part of a country visit to Moldova, the SR/CTHB met with the Chair of the Superior Council of Magistrates, and the Deputy Director of the National Institute of Justice. In the meetings the SR/CTHB stressed the importance of regular training programmes on THB issues for the judiciary, and emphasized the importance of addressing aspects related to victims’ rights, including the right to compensation and prevention of secondary victimization. She further recommended that such programmes be multidisciplinary and also involve representatives of NGOs, lawyers and prosecutors.

#### *Promoting the Implementation of the OSCE Anti-Trafficking Commitments, Strengthening Co-operation with External Partners*

On 20-21 June, the SR/CTHB convened the “11<sup>th</sup> Alliance against Trafficking in Persons Conference” on “Preventing Trafficking in Human Beings for Labour Exploitation: Decent Work and Social Justice” in Vienna. The event brought together over 350 participants, including distinguished speakers from participating States, international organizations and civil society. For the first time, the conference was webcast live, thereby reaching out to a much broader audience. The conference examined the current trends and features of

trafficking for labour exploitation and shed light on an innovative strategic approach to the prevention of THB.

An important development in 2011 was the expansion of the *Alliance* to include new partners such as trade unions, employers' associations, migrant rights groups and human rights NGOs, all of which participated in the annual conference.

The OSR/CTHB maintained active working relationships with a host of international organizations, NGOs and civil society organizations to develop further avenues for dialogue and consultation on policy initiatives, joint project implementation, as well as to monitor key trends and developments on the ground. In particular, the SR/CTHB worked closely with the ILO, INTERPOL, the IOM, UNODC, and others. She also co-operated with regional organizations, such as the Council of the Baltic Sea States (CBSS), the CIS Executive Committee, the CoE, the European Commission, Europol, Eurojust, and NATO. UNODC was the key partner for the SR/CTHB in terms of promoting the implementation of the UNTOC and the associated *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*. As of 28 October 2011, 55 of the 56 OSCE participating States were parties to the Convention and the associated Protocol.

#### *Awareness Raising: Towards an Anti-Slavery Movement to Eliminate all Forms of Trafficking*

In 2011, the SR/CTHB continued to build support for the anti-slavery movement to eliminate all forms of human trafficking through the establishment of partnerships with intellectuals, opinion leaders, academia, arts practitioners, cultural innovators and the media to make people aware of the realities of modern-day slavery, and to commit them to its abolition. Highlights of this activity included the SR/CTHB's addresses to the London School of Economics, the University of Rome "La Sapienza", and to a human rights conference jointly organized by the University of Vienna and Stanford University.

In 2011, the SR/CTHB also sought to reach out to wider audiences to raise awareness on human trafficking, including through targeting journalists as a strategic audience, for example at the Moscow Club of Journalists. Another high-profile engagement with the media was an interview with the SR/CTHB broadcast on CNN International as part of the network's "Freedom Project: Ending Modern Slavery". The SR/CTHB also continued to seek out cultural and intellectual channels. She engaged with intellectual forums and platforms for debate and exchange of information, including addressing a high-profile panel on international jurisdiction at the "Alpbach Political Symposium 2011".

Paying special attention to child trafficking, the OSR/CTHB contributed to the national and regional events, such as the conference "Street involved children in SEE-Our Responsibility" (7 June, Belgrade) co-organized by the Ministry of Interior, the Migration, Asylum, Refugees Regional Initiative (MARRI), Save the Children Norway, and the OSCE Mission to Serbia. The Deputy Co-ordinator also participated in the meeting of the National Anti-trafficking Co-ordinators of South-Eastern Europe on 8 June as a part of the Brdo process, hosted by the Ministry of Interior of Serbia. The objectives were to exchange information on key anti-trafficking activities in the South-Eastern Europe region, and to discuss THB trends, especially as relevant to vulnerable children, such as street children.

## 4. POLICE-RELATED ACTIVITIES OF FIELD OPERATIONS\*

### SOUTH-EASTERN EUROPE

#### 4.1 The OSCE Presence in Albania

##### Background

The OSCE Presence in Albania (PiA) assists the Albanian State Police and the Border and Migration Police with a broad range of activities within a co-ordinated framework with other international actors. The Presence actively participates in the International Consortium, the main forum for co-ordinating criminal justice and police assistance. The Presence provides technical support on relevant legislation and official strategies.

In 2011, the PiA's Security Co-operation Department (SCD) engaged two international and three national staff members to support police assistance activities.

##### Training and other Capacity-building Activities

Starting on 17 February, in conjunction with the Police Assistance Mission of the European Community to Albania (PAMECA), the US International Criminal Investigative Training Assistance Program (ICITAP) and the Police Development Centre, the Presence began providing assistance to the State Police Instructors who were to be deployed to Afghanistan to train Afghan police recruits in basic police techniques. The assistance began with a panel discussion on what is entailed in international police instruction. The panel discussion was followed by lessons on methodologies of instruction and assessments of the Albanian police instructors giving their instructions in English through an interpreter. 17 Albanian Police Instructors graduated on 25 February 2011 and subsequently travelled to France where they were provided pre-deployment training by NATO. On 1 July, five Albanian police officers were deployed to Afghanistan to start a rotation of Albanian Police Instructors on a six-month basis.

On 25 February, the Presence completed its third iteration of Internal Control Service (ICS) training. 23 police officers were trained over a one-month period in the area of investigation. Of the 23 police officers, there were officers from the State Police Professional Standards Department as well as officers from the prisons' ICS unit. The second iteration started in April 2011, when some 30 police officers were trained, thus culminating the training. In the end, some 90 police officers were trained in modern investigation techniques.

On 17 March, SCD in conjunction with the Albanian State Police (ASP), started the first phase of the training for the ASP on elections issues. For two days, senior managers, such as Deputy General Directors, Regional Police Directors, Regional Border Directors, and Chiefs of Commissariats, received training on issues like planning, role and duties of the police, as well as police and media. Lecturers from the OSCE and the Prosecutor's Office delivered presentations regarding the legislation on elections, the role of police during elections, and criminal offences related to the election process, according to the *Election Code* and the *Criminal Code*.

The second phase consisted of the training of trainers who were supposed to conduct in-service training for the entire police service to be involved in election duties. The training was delivered from 28 March to 6 April.

On 23 March, three experts from the Netherlands Police and the Senior Police Adviser of the Presence held meetings with the Deputy Minister of Interior and other officials of the Ministry, such as senior police officials and experts of the Rapid Reaction Forces. The aim of these meetings was to conduct an assessment on crowd management and crowd control. The assessment intended to identify the urgent and the longer-term needs of the ASP for improvements in the Chain of Command, Procedures, Preparation and training needs for large-scale police operations. Based on the findings, the experts drafted a report with recommendations which was presented to the ASP in July 2011. One expert later arranged the donation of five used, but still fully functional, specialized vehicles for use during such operations.

### Border and Migration Police

During 2011, the Presence facilitated a series of Joint Border Crossing Meetings (JBCMs) and patrols between the Albanian Border and Migration Police and their counterparts from Greece, Kosovo<sup>10</sup>, the Former Yugoslav Republic of Macedonia and Montenegro. With Montenegro there were some 254 joint patrols. In addition to the regular JBCMs, three regional-level JBCMs were conducted: two in Shkodra and two in Ulcinj, Montenegro. Similarly regular JBCMs were conducted with the Former Yugoslav Republic of Macedonia: two in Pogradec and two in Ohrid. Additionally, the two countries organized 109 joint patrols (70 from Korca Border and Migration Directorate and 39 from Diber Border and Migration Directorate) both on the green and blue borders (Ohrid and Prespa Lakes). Similar activities occurred between the Albanian Authorities and their partners from Kosovo, during which 84 synchronized patrols were undertaken. With Greece regular meetings were held at local Border Crossing Point (BCP) level. Reports suggested that local co-operation has been positive. In addition, three joint operations were conducted on the border with Greece.

The Presence also facilitated meetings of the experts working group to discuss the legal framework on the establishment of joint information exchange centres between Albania and the neighbouring countries. Also, three meetings were organized regarding the establishment of a joint trilateral information exchange centre between Albania, Kosovo, and Montenegro. The objective of the centre is to strengthen the investigative and operational capabilities of the police when it comes to combating the negative effects of transnational, organized crime; the establishment of respective mechanisms at corresponding levels of police, both at the operational and administrative commands; and to strengthen police co-operation in the region and increase information flow and information exchange. At the same time, a sub-regional co-operation strategy was proposed to support open, but secure borders, while fostering a stable environment in the region.

### Organized Crime in General

In 2011, the Presence had a leading role in the *Criminal Procedure Code* reform, which commenced at the end of 2011 and was planned to continue throughout 2012. Depending on the criminal policy decisions to be taken by the Government, new elements in the Code are planned to reflect certain tools and procedures specific to the fight against organized crime, especially witness protection and plea bargaining.

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<sup>10</sup> All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

### Corruption

In 2011, the Presence supported the High Inspectorate for the Declaration and Audit of Assets (HIDAA) and the Training Institute of Public Administration in organizing workshops on ethics and prevention of conflict of interest issues for over 100 newly elected local and other key staff of local administrations. The workshops were held in the Kukes Prefecture (7-8 September), in the Gjirokastra Prefecture (14-15 September), in the Dibra Prefecture (29-30 September), and in the Vlora Prefecture (3-4 November). Greater co-operation between HIDAA and NGOs was also fostered through assisting joint interactive events highlighting HIDAA's anti corruption mandate and confidential 'whistle blowing' mechanisms available to citizens for reporting suspected illicit practices.

### Criminal Investigations

In 2011, the Presence supported the ASP with several training and capacity-building activities which dealt with investigation skills development.

### Trafficking in Human Beings

In March, an evaluation was commissioned by the Presence on the Albanian Anti-Trafficking Legislation regarding its compliance with the *Council of Europe Anti Trafficking Convention*.

Throughout the year, 12 anti-trafficking training events were also conducted for Regional Anti Trafficking Committees (local government working groups representing a broad range of stakeholders including the police) involving approximately 300 participants.

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## **4.2 The OSCE Mission in Kosovo**

### Background

The OSCE Mission in Kosovo (OMIK), the largest OSCE field operation, forms a distinct component of the United Nations Interim Administration in Kosovo<sup>11</sup>. 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 – that in 2006, evolved into the Kosovo Centre for Public Safety Education and Development (KCPSED<sup>12</sup>). 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.

According to the approved OSCE unified budget the Department's staffing table for 2011 included 17 international and 30 national positions. The staffing situation was better than in

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<sup>11</sup> All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

<sup>12</sup> In 2011, the KCPSED was transferred in the Kosovo Academy for Public Safety (KAPS). For more information see the section "Security and Safety Education" in chapter 4.2.

previous years but the Department still struggled to fill international positions. This was primarily due to a shortage of qualified seconded candidates.

Based on some Monitoring/Mentoring/Advising (MMA) reporting from the European Union Rule of Law Mission in Kosovo (EULEX), and the co-operation with the EU Office in Kosovo and the US ICITAP, the Department carried out activities in a very cost effective way. It conducted more than 50 different training courses, mainly focusing on building capacities within the Kosovo police (Kp) to combat organized crime, as well as advanced and specialized training, management and leadership training, and courses on community policing. The Department played an advisory role for public safety awareness to the Higher Education Institute for Public Safety and to the Police Inspectorate of Kosovo as the civilian oversight mechanism. In order to reach sustainability, the Department focused on training-of-trainers (ToT) activities and planned to continue to do so in the future. In addition to the UB funded activities, two projects had no budget implication.

At the end of March, the Department hosted the “OSCE Regional Co-ordination Meeting of South-Eastern Europe Field Operations on Regional Organized Crime and other Transnational Threats”. Representatives from the SPMU, OS/Borders Team, programmatic staff from OSCE field operations in South-Eastern Europe and various regional organizations participated in this two-day meeting. Since transnational threats do not only require a co-ordinated approach from all segments of the Police, the Criminal Justice Sector and other governmental agencies but also a co-ordinated regional response from countries that share the same geographic area. Therefore, the aim of this meeting was to better utilize the limited financial and human resources provided by the participating States as well as to avoid unnecessary duplication and to facilitate more streamlined and co-ordinated assistance to the countries in the region. The internal co-ordination among the respective field operations in South-Eastern Europe has become a priority for the OSCE.

### Accountability

In 2011, the Department continued to carry out its important function of advising the management of the Police Inspectorate of Kosovo (PIK), placing a special emphasis on the recently approved Law on PIK and the transitional phase, after which the agency will start exercising the criminal investigation powers.

The Department also assisted the PIK in reviewing two interim inspection reports, in preparation of the agency’s presentation and statistics on investigation and inspection activities, as well as in the preparation of their *2010 Annual Report*.

The Department participated in the meetings of the working group for drafting and reviewing the Administrative Instruction (AI) on the *Composition of the Commission and the Selection Procedure of the Chief Executive Officer for the Kosovo Police Inspectorate*, which was recently approved by the Minister of Internal Affairs and was expected to be used soon for the appointment of the head of the agency.

During the reporting period, the Department observed the interviewing process for the selection of the PIK Chief Executive Officer (CEO). Three nominees had been proposed by the Commission, out of which one CEO was appointed by the MoIA. The whole procedure was in line with the respective AI.

The Department participated in the working group for reviewing the AIs on *Internal Organizational Structure at PIK*, the *Types of Weapons and other Means of the Use of Force by PIK*, and on the *Procedure for Preliminary Investigation Conducted by PIK*, which along the other two AIs on *Identification Emblem of PIK* and the *Documents for Identification of*



*Employees in PIK* were all approved by the MoIA on 1 June 2011. These AIs have been published in three languages.<sup>13</sup>

Additionally, the Department assisted in the drafting of the AI on *Inspections Procedure of the PIK*, and in the final review of the AI on the *Procedure in Relation to the Employment Conditions and the Work for PIK Employees*.

The Department also assisted in the drafting of the *PIK Manual on Standard Operating Procedures for Inspections in the Kp*, and the *PIK Strategy 2012 – 2014*. The CEO ratified both documents. The manual thoroughly elaborates on the inspection procedure and the standards that PIK staff has to obey when carrying out inspections. The strategy covers clear objectives outlining the direction of the PIK and its departments (Inspections and Investigations) for the next three years.

As part of its advisory role, the Department also assisted the PIK Department of Inspections in planning the inspection activities for the year 2011. Additionally, the Department gave support in the drafting of inspection work programmes, which included the detailed inspections plan and the interview/question protocols. The inspection work programmes were approved by the PIK CEO and the implementation of inspections in various fields was done between October and December of 2011.

The Department also developed an awareness raising campaign to promote the authority of the institution and to inform the public how to file complaints against Kp employees. In line with its purpose, the campaign was expected to further promote the PIK as a civilian external oversight mechanism of the Kp, as well as to enhance the public confidence in the police.

Among other relevant stakeholders, the Department supported the review of the draft *Law on Police* organized by the Kosovo Assembly Committee on Internal Affairs (Committee). All articles were reviewed by the Committee and the Department contributed to a number of substantial changes to uphold the international best practices. Once cleared by the Committee and other relevant assembly committees, the draft was expected to appear for the second reading and eventually get the approval of the assembly in one of the future plenary sessions.

As corruption is a serious crime in Kosovo, the Department aimed at improving investigative skills and promoting joint agency working in this area. An advanced course was implemented which involved participants from the Kp, the PIK, Customs, the Kosovo Anti-Corruption Agency, the Anti-Corruption Task Force, as well as prosecutors and judges. In general, the course covered special techniques of corruption investigation, intelligence-led investigations, handling of witnesses and informants, as well as integrity testing which is one of the new powers given to the PIK. With the new law, the PIK has improved legal means to fight corruption within the Kp organization. The involvement of prosecutors and judges was significant and will be utilised in further training in 2012.

### *Security and Safety Education*

The Department, through its Special Advisory Unit, continued assisting and advising the KCPSD senior management and public safety agencies on the accreditation and certification process in line with the European Qualification Framework. Specific training programmes were delivered to the KCPSD and public safety agencies staff addressing internal quality assurance and the implementation of the Bologna tools. In a second training circle, KCPSD and public safety agencies' senior staff, instructors, and quality assurance office staff gained knowledge and skills on the accreditation benchmarks and the Bologna tools, such as training module design and the European Credit Transfer System (ECTS).

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<sup>13</sup> For more details see: <http://ipk.rks-gov.net/UdhzimetAlb.aspx>.

Additional support was given on reviewing the draft *Law on KCPSSED* in order to streamline the accreditation process at the vocational professional level, to meet certification standards and to increase the Centre's international relations with the Association of European Police Collages (AEPC). Based on this legislation, KCPSSED was to fulfil the standards set by the National Qualification Authority and the National Qualification Framework that officially proposed one year of accreditation and certification of the Kosovo Police Basic Training (Level 4) referring to the European Qualification Framework.

The Department actively participated in the meetings of various working groups and provided suggestions on drafting a strategic development plan and an action plan for the KCPSSED on drafting an institutional self-evaluation report. Participants from the Kp, Customs, the Correctional Service and the Agency for Emergency Management gained knowledge on: preparing institutional self assessment reports; the definitions of quality at the KCPSSED; examples for quality testing; methods for quality assurance; the role of the National Quality Authority and National Qualification Framework for Kosovo; procedures of accreditation and validation of qualifications; as well as the assessment and evaluation of students, staff, and the administration.

During the reporting period, the Department also donated a skid car system (a simulator for hazardous road conditions) with the associated equipment to the KCPSSED, to be used for improving the driving skills of public safety agency members. In addition, IT equipment was donated to the Agency for Emergency Management (AEM) to strengthen their IT training capacity.

In April, the Department participated in the "Balkan Countries Police Training Conference" with a senior delegation from the Kp and the KCPSSED. The conference was held in Nazilli Aydın, Turkey, convening practitioners and academicians from South-Eastern Europe. In seven different panels, a total of 33 studies were presented in areas, such as the police recruitment process, in-service training systems, basic police education and scenario-based training modules.

In June, the Department, together with senior staff from KCPSSED and the Kp participated in a "Workshop on Contemporary Police Training: E-Learning" which was organized by the SPMU in co-operation with the TNP Academy in Ankara (see also chapter 2).

Finally, the Department conducted a practical training on "Hijacking Response Operations for Kp Special Intervention Unit (SIU)", implemented successfully in Turkey in co-operation with the Turkish National Police, addressing hijacked aircrafts and the rescue of hostages. Kp SIU officers gained knowledge and skills about utilizing various ground support equipment and tactical procedures, required for such high risk operations.

In another major activity, the Department participated in the drafting process and assisted in the finalization of the KCPSSED draft law at the assembly level. The *Law on Kosovo Academy for Public Safety* was put into force on 15 November 2011. It upgraded the KCPSSED from a training centre to the Kosovo Academy for Public Safety (KAPS) according to best international practices in the establishment of higher education Institutions, in line with European and national standards.

The implementation of a project by the European Commission Liaison Office in Kosovo (ECLO) for the KAPS was a milestone for the higher education structures of the Public Safety and Security Sector. The Department provided expertise to the European Commission *Twinning Project-Working Plan for Improved Education in the Public Safety and Security Sectors in Kosovo*. The Twinning Contract between the MoIA, the ECLO, Estonia and Finland entered into force on 29 November 2011 upon its signature by both project parties and with the endorsement by the EU. A kick-off seminar was scheduled for February

2012. The Department was invited for 2012 to participate in the Twinning Project Steering Committee Work.

### Training Development

In September, the Department delivered a training module on “Strategic Development Planning”, which helped the senior staff of the KCPSED and public safety agencies, such as the MoIA, the Kp, Customs, the Correctional Service, the Agency for Emergency Management and the PIK, to gain knowledge on planning and drafting short, middle and long-term strategies.

During the reporting period, the Department continued the implementation of specific training programmes, such as “Project Management” and “Criminal Investigative Statement Analysis”, “Traffic Accident Management” and “Human Resources Management” in order to assist the Kp in establishing a sustainable system of capacity development in the area of human resources management.

In June, the Department continued to support Kosovo’s security sector with in-house capacity training activities on performance appraisal and the promotion process. The first line supervision, mid-level management and executive level of management and leadership development programmes were revised by departmental staff, and a final report of the training needs analysis in mid-level management for public safety agencies was presented. Furthermore, in September, the Department conducted tailor-made in-house capacity training on performance appraisal and the promotion process for the Kp. Participants were provided with best practices on conducting promotion interviews in compliance with the rules and regulations of the Kp. Four potential trainers and a pool of high ranking Kp officers (60) were identified, qualified in performance assessment. A promotion process was established to build the capacity for the Kp in conducting a transparent and fair promotion process for its members.

During the reporting period, the Department further developed the training delivery capacity of specialized training programmes to achieve sustainability. In most of the training courses, potential trainers were identified, who were expected to deliver these training courses in the future. The Department continued the implementation of “Homicide Investigation” advanced training. This training served a dual purpose: building the capacities for homicide investigation in Kosovo; and enhancing the police’s training delivery capacities. The project fully reached its objectives in terms of sustainability as the Kp Training Department successfully conducted its own training on the subject matter through the identified trainers in 2011.

The Department also assisted the MoIA with the participation in working group meetings on the Kosovo Forensic Laboratory Agency, where it contributed to the drafting of the new *law on the Kosovo Forensic Agency*.

The Department paid particular attention to the sustainability of the training activities on forensics due to its vital role in supporting investigations by providing proven and credible evidence reports to the courts. As a follow-up to OMIK training conducted in 2009, the Department implemented the “Forensic Graphology Training”. Kp forensic experts were given the opportunity to practice on real cases during the on-the-job training. Forensics experts were certified in conducting examinations and presenting valid and credible reports for the judiciary institutions after passing the proficiency test at the end of this training.

In 2011, the Department also initiated and completed various training activities in advanced and specialized areas such as “Forensic Genetic Statistics” and “Criminal Investigative Equipment Usage” for Kosovo public safety agencies.

The Department also continued to support the development of public safety agencies in Kosovo by enhancing their capacities in providing high quality services to the communities. In this regard the Department organized a “Risk Assessment Training” for the responsible authorities. Additionally, the Department was involved in facilitating co-operation initiatives in the region, aiming at improving the freedom of movement, preventing crimes and stopping the illegal migration to Western Europe. The Department has been monitoring regional initiatives to create a Joint Exchange Information Centre (JEIC) which will improve the prevention of transnational crimes.

Considering witness protection as a very sensitive issue in Kosovo, with gaps in legislation and judiciary procedures, the Department participated in working group meetings dedicated to drafting and amending the *Law on Witness Protection* and made recommendations in line with best international standards. The law passed the second reading in the assembly and was approved in September 2011.

As a pioneer activity, the Department conducted witness protection training with the aim of encouraging Kosovo authorities to apply the given legal provisions and to enhance their capacity to pursue and successfully prosecute major crime cases. This training was completed successfully and the participants gave very positive feedback.

The Department also provided support to various working groups in training needs analysis on mid-level management training and in conducting an evaluation of projects organized in 2010. As a pioneer activity, the Department implemented a one-month “Operational Management Training”, which consisted of critical incident management, managing operations, investigation management and police-media relations, designed according to the findings and recommendations of the *2010 Training Needs Assessment (TNA) Report* related to the Mid-level Management Training Programme. The project fully reached its objectives in terms of sustainability, as the Kp Training Department was going to conduct the training through the identified trainers with operational experience in the respective fields. Furthermore, this training, with a comprehensive curriculum, paved the way for the creation of the new KAPS into which the KCPSD was renamed in November 2011, and for the Kp to develop and redesign the current Mid-level Management Programme.

The assessment of Kp activities concerning crowd and riot control has been a very sensitive issue in Kosovo as the Kp was still lacking strategic decision making skills and the ability to co-ordinate its activities to manage public disorder situations. Therefore, the Department initiated a “Crowd and Riot Control Management Training”. The main outcome of the training was that all commanders of the Kp Special Operations Unit (SOU) and all platoon leaders of the SOU were equipped with a standardized knowledge of the current legislation on the use of force, human rights and the individual’s rights of peaceful protest – all in line with international best practices. Additionally, the participants learned how to plan activities that encompass an appropriate Kp response, including the best use of resources, liaising with the communities, and providing a maximum of public safety and security.

### Community Safety Development

The Department continued to promote community policing, by fostering and co-ordinating joint activities on developing new, and supporting existing ways of dialogue and co-operation between communities, local authorities and the police on identifying and addressing issues of crime, safety, security and liveability. Changes within the Kosovo community safety infrastructure, which happened during the reporting period, raised new demands for the Department to support those changes through its training and capacity-building activities.

In July, Kosovo’s Parliament approved the new *Kosovo Community Safety Strategy*. The Department had actively participated in the Community Safety Strategy Working Group that drafted this document. The new strategy emphasized the need to further develop and

expand the capacities of various community safety forums, such as the OSCE-supported Local Public Safety Committees (LPSCs) and Municipal Community Safety Councils (MCSCs). In this regard, the Department identified four additional potential sites in ethnically mixed and non-Albanian communities where new LPSCs could be established with a specific purpose to foster the return and integration process of displaced persons as well as the inter-community dialogue. The Department successfully concluded the implementation of an extra-budgetary project “Youth for a Better Future”, initiated by the members of the LPSCs. The Department gave support in order to help raise the profile of LPSCs locally and demonstrate positive outcomes for the LPSCs.

In order to ensure regular communication between LPSCs throughout Kosovo, the Department continued providing its support of the LPSCs Executive Council, an excellent platform that helps all existing and newly established LPSCs to share information about their activities, projects and challenges as well as to develop common strategies to address their common problems. The Department organized and hosted a further meeting of the LPSC Executive Council ensuring that the members are aware of the new police responsibilities and procedures in relation to the LPSCs and the work currently in progress to implement the new phase of community policing at four pilot sites in Kosovo.

In October-November, three new LPSCs were established and trained in community policing, bringing the total number of LPSCs to 25. A high level of Kosovo Serb and Roma communities’ representation in the new LPSCs (59 per cent) clearly indicated the increase of trust in the police and the willingness of non-majority communities to take part in community safety forums. The Department also trained 12 selected LPSC members to become Community Safety Trainers (with 50 percent of them coming from non-majority communities) in order to expand the partnership and problem-solving skills in the communities and to support the further promotion of the community policing philosophy in the LPSCs.

In order to ensure that LPSCs’ grassroots level initiatives across Kosovo are supported at the municipal level, the Department continued its capacity work for MCSCs. A Kosovo-wide MCSCs needs analysis was conducted to provide a baseline for further addressing MCSCs’ functionality trends. Based on the analysis’ findings, the Department designed a comprehensive capacity-building project for MCSCs. Ten selected MCSCs were trained with the aim to increase their effectiveness and functionality, and to strengthen their role in identifying and addressing community safety and security issues. The project also enhanced both horizontal (communities – police – municipality) and vertical (grassroots – municipal – central) lines of communication and co-operation as it involved community representatives, municipal officials and representatives of the MoIA, the Ministry of Local Government Administration, and the Kp Headquarters. The Department also contributed to enhance the MCSCs’ abilities to be forums for an inter-ethnic dialogue and co-operation. Therefore, in December, the Department initiated and facilitated a series of public meetings between the MCSCs non-majority and majority community members to raise awareness of the safety and security concerns of the various communities.

In April, the Department organized a study visit for senior Kp officers to visit the Metropolitan Police in London to observe the practical application of the intelligence-led policing concept in an operational and strategic context and to see how this supports community policing. Participants also learned how a meaningful community engagement programme can counter serious crimes, organized crime and terrorism.

Subsequently to the study visit, the Department organized a three-day workshop for the Kp helping them to design a more effective style of community policing and to incorporate some of the findings from the study visit where appropriate.

The Department also started participating in the Kosovo Community Policing Steering Group which is overseeing the implementation of the new phase of community policing at four pilot sites in Kosovo, assessing and modifying the process where necessary.

The Department continued to closely monitor and support the implementation of the new community policing methodology which was launched by the Kp initially in the four pilot regions and, after a three-month pilot phase, spread throughout Kosovo. The Department provided its support to the Kp in order to ensure that the new model of policing contains a clear and workable strategy, supported by a sustainable implementation plan. In that context, a series of meetings were held with the Kp to determine the most efficient organizational structure at local level in order to develop a workable implementation plan for community policing, and to establish a clear understanding among all Kp officers regarding their roles and responsibilities. In addition, the meetings aimed to develop a communication and marketing strategy for the public. Since the Kp introduced the new post of Community Policing Co-ordinators, the Department conducted a needs assessment in order to design a new training course for this specific target group. The training was meant to ensure that the Kp would have a consistent approach to community policing across Kosovo with all officers receiving identical training. The new Community Policing Co-ordinators were to be stationed at each police station.

By the end of 2011, the Department concluded its “Community Policing Training” for the Kp and 40 newly appointed Community Policing Co-ordinators from all Kp stations. These officers were going to have responsibility for overseeing the local implementation of community policing within their respective police stations.

On 18-19 October, the hosted a regional conference on “Community Policing for Non-majority Communities”. Participants included OSCE officials, community policing officers, governmental and community representatives, as well as NGOs from across South-Eastern Europe. The conference focused on community policing and community safety practices in Kosovo and it allowed delegates from neighbouring states to present the work being undertaken in their countries. The delegates learned about good practices elsewhere, exchanged ideas and made valuable contacts.

In a cross-departmental co-operation with the Department for Human Rights and Communities, the Department provided support to awareness raising campaigns that were promoting new ways of dialogue and co-operation between communities and the police. During the awareness raising campaigns the new policing concept was introduced, conveying the message that the Kp was interested to establish closer co-operation with all communities and to strengthen the trust of the non-majority communities, especially the Kosovo Serbs, in the Kp.

### Public Safety Awareness

In support of its guiding principle that public confidence is a key element to ensure a transparent security sector, the Department, via its Public Safety Awareness component of the Special Advisory Unit, continued with activities that lead to enhanced co-operation and interaction between the Kp and the people.

The Department monitored and analyzed the performance and the effectiveness of the Kp Press and Public Information Office at the central level as well as in the regions related to the communication with the public and media, and designed a project to address the shortcomings in internal and external communication and public outreach performance.

The Department also contributed to the drafting of amendments to the *Law on Police* focusing on legal provisions related to police communication with the public and media, and harmonizing these provisions with European best practices.

Furthermore, the Department, supported by experts from the Kp, the Public Prosecutor's Office and the Journalists Union, designed and implemented the project "Training Courses and Workshops for Representatives of Kosovo police, Prosecutors and Media as an Oversight Mechanism". The workshops and training courses, delivered in six regions of Kosovo, covered the importance of good co-operation and communication between the Kp representatives, the prosecutors and the media. During the training, participants discussed the legal framework and regulations applying to their duties. Training subjects included the lack of communication skills and the conceptual understanding of the role the security sector has toward the public. At the end of each workshop, participants were provided with a glossary of frequently used terminology by all institutions in order to make communication easier.

The Department continued with its regular lectures on the logic behind media, media relations and public relations to the representatives of the Public Safety Institutions, as well as participants of the "First Line Supervision Course" and the "Mid-Management Course".

Since January 2007, the OSCE DSPS and Press and Public Information Section has been providing support to the Kp in order to develop public safety campaigns designed to increase traffic safety awareness for the sake of personal safety by emphasising that safety is everyone's concern. In September, the 2011 campaign "*Second Patrol*" was started, addressing traffic safety issues. Some 300,000 leaflets were distributed throughout Kosovo. In another project, police car dummies were placed in accident prone spots in six regions of Kosovo. The car dummies served as a speed prevention mechanism, by making drivers slow down when they see the alleged police car. After a while, the car dummies were to be replaced with real police patrols. Based on media coverage and Kp reports, the car dummies had a great impact on the drivers' behaviour. Therefore, the Kp was planning to continue with the same project for another year. According to an action plan, the Kp also increased the number of patrols on the road to better enforce the road traffic safety law, targeting aggressive drivers.

During the reporting period, the Department, in co-operation with the Security Monitoring Section of the Department for Human Rights and Communities and the Kp, started implementing the project "Safety Handbook for School Children". The project was designed to support the Kp in their efforts to raise awareness of school children about safety issues that are affecting them, such as personal safety, protection from robbery and thefts, intimidation, traffic safety, and protection from narcotics. The project has been supported by the Ministry of Education, Science and Technology to cope with the lack of personal safety lectures in the primary schools education curricula. In October, Community Safety Police Officers started lectures in schools on the above safety issues.

The Department also supported the KCPSD in organizing and hosting the "Mini-Olympic Games". The event was organized for the 7<sup>th</sup> time aiming at increasing trust between security providers and the members of communities with special needs. The event aimed at raising awareness on prejudices of the society about the people with special needs. Approximately 500 persons, among them mainly children, from all communities in Kosovo participated in the event, which was organized by the NGO OPFAKKOS (Parent Association of Children with Disabilities).

### Organized Crime and Terrorism

The Kp Crime Investigation Pillar is implementing the strategic goals and objectives set by the MoIA and the Kp General Directorate in preventing and combating all types of crimes. Constant efforts are given to enhance organizational and technical capacities, human resources, the development of legal a framework and standard operating procedures (SOPs), training capacity and the application of special investigation techniques. Despite all efforts, organized crime remained a matter of very serious concern and affected the rule of

law and the business environment in Kosovo. Combating organized crime and potential threats of terrorism posed a major challenge to law enforcement agencies in Kosovo. Therefore, the Department continued to assist in the implementation and further improvement of existing strategies and action plans on combating terrorism and organized crime, as well as advising and supporting in drafting amendments to the *Law on Police*.

In March, the Department facilitated a workshop on the “MoIA Strategic Development Planning for 2012-2014” in Dures, Albania. The implementation of this strategic document has been considered a priority of the MoIA along its mandate and as a guide to undertake comprehensive reforms in the rule of law. The prioritised strategies and action plans of the MoIA were finalized at the workshop.

The progress assessed was going to form the basis for redrafting strategies and action plans for 2012-2015. The Department was going to support the redrafting procedure and all activities of the Department were going to be in line with the new strategies and action plans for 2012-2015.

The Department also participated in the evaluation of the MoIA’s *Strategy and Action Plan to Counter Organized Crime and Drug trafficking in Kosovo 2009-2012*. In 2011, the progress and challenges in the implementation of this strategy were presented and assessed in a meeting of the Inter-Institutional Group for the Implementation of the *Strategy and Action Plan against Drugs*. Most stakeholders assessed that the implementation of the *Strategy and Action Plan against Drugs* had been satisfying and that there was a significant improvement in various aspects of combating drug smuggling and other related criminal activities.

In March, the Department conducted a controlled delivery live exercise involving law enforcement agencies from Albania, Bulgaria, the Former Yugoslav Republic of Macedonia, Germany, Montenegro, Slovenia and Turkey. The Operation & Co-ordination Centre was established at the Kp Headquarters. The controlled delivery practical exercise was carried out for the first time in Kosovo and enhanced the capacities of law enforcement agencies (police, customs, and judiciary) on fighting drug trafficking and improving regional co-operation. As a result, the agencies involved in the controlled delivery exercise increased their mutual exchange of information as well as trust in each other. The regional partners assessed the Kp as a reliable partner in combating drug trafficking. The Kp also started paying more attention to international and regional co-operation.

With the skills obtained in this exercise, the Kp (in a joint operation with law enforcement agencies from the Former Yugoslav Republic of Macedonia) seized 47 kg of Marihuana and arrested 17 criminals. Similar joint operations with other regional law enforcement agencies were conducted throughout the year.

In September, the Department attended a seminar on “Criminal Asset Confiscation” organized by the SPMU in Kiev (see also chapter 2). A representative from the Department delivered a case study presentation on a successful proactive operation and also acted as a moderator during the seminar.

The Department also continue to support the Kp in the formulation of a three-week “Advanced Drug Trafficking Investigation” course. The new course was delivered in October. It was intended that future courses would be delivered by Kp officers with support from the Department. The Kp was expanding its Drug Squad and had selected 40 new investigators to improve police response to the growing threat of organized drug trafficking in Kosovo. The course was going to provide them with advanced training, including a week-long practical exercise subject to continuous assessment. The course directly built on the basic training, which all Kp officers receive at an early stage in their career.



The Department developed a new course for newly appointed officers of the enlarged Kp Drug Squad. The training focused on practical exercises for the officers. Senior Kp officers were also trained in the management of police operations in order to improve standards of case preparation to positively impact on the conviction rate. Training was also delivered in respect of economic crime which is an emerging threat in Kosovo.

Intelligence-led policing (ILP) remained an activity of high priority for the ECLO, EULEX and other stakeholders. The Department continued to support the implementation of the ILP concept. It hosted a roundtable meeting on ILP and discussed further activities in ILP. The Department continued to build further understanding among the Kp senior staff on how community policing activities can be applied within the ILP concept.

Since, the Kp Crime Pillar had been restructured and centralized in August 2010, it was important to enhance basic skills and the capacity of regional counter-terrorism officers. The Department provided basic and advanced level courses on "Terrorism Abusing Religion" for 43 Kp officers from the Directorate of Counter-Terrorism and from various regional centres in Kosovo. Specialized level courses on "Terrorism Abusing Religion" and advanced "Counter-terrorism Investigation" courses were conducted in co-operation with the Turkish National Police (TNP).

The Department also delivered a number of training programmes and seminars, such as "Advanced Training on Criminal Intelligence Methods/Tactics"; "Technical and Electronic Intelligence Course"; and a seminar on the "Role of Criminal Intelligence in Tackling Global Terrorism".

Kp surveillance officers were trained in Turkey on using observation/surveillance vehicles. One vehicle from the Kp was sent to Turkey and was equipped by the TNP with technical equipment necessary for observation/surveillance. The overall costs for the equipment and the installation of the devices of approximately 37,000 Euros were kindly covered by the TNP.

During 2011, the Department also delivered an advanced training course on "Digital Evidence Collection in Counter Terrorism Investigations", which enhanced police capacity to conduct both counter-terrorism investigations and proactive operations. This training enabled Kp counter-terrorism officers to detect/save/collect digital evidence.

The Department also contributed to the review of practical manuals for the investigation of terrorist offences and associated human rights issues, organized by the SPMU in co-operation with ODIHR. A seminar was organized to examine the role of intelligence in terrorist investigations. This contributed positively to the capacity of the Kp in respect of the use of technology and cyber methods of intelligence collection.

A programme review at the end of the year, conducted by the Department, identified that the majority of the objectives had been achieved. The remaining outstanding key issue was the implementation of a new Kp intelligence IT system which was planned for introduction in 2012.

Although not being a formal member of the working group for drafting the *Law on Interception of Telecommunications*, the Department reviewed the draft law and supported the working group with contributions by specialists.

In 2011, the Kp were in the process of establishing a Cybercrime Unit. The Department supported this process by organizing various training events on cybercrime and IT forensic as well as advising on technical issues.

During the reporting period, the Department also organized a seminar on “Environmental Crime” with participants from law enforcement agencies, ministries, municipalities and NGOs, aiming to initiate multi-agency co-operation to combat environmental crime as an emerging form of organized crime, and to examine municipal, Kosovo-wide and international aspects. This led to an agreed plan of action for 2012 which includes enforcement and public awareness activities.

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### **4.3 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 2011, the Police Affairs Section (PAS) within the Mission consisted of four international and five national staff involved in a variety of police-related activities defined as priorities within the comprehensive police reform process. At the strategic level, the Mission and the Ministry of Interior (MoI) of Montenegro, on 19 July 2011, signed an annual Memorandum of Understanding (MoU) on co-operation in the law enforcement area, facilitating further integration of the host State into European and Euro-Atlantic structures.

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

- Developing a partnership relation with the local community through the implementation of the Community Policing Project, which shall include: assistance in the implementation of the *National Community Policing Strategy*; support in specific areas – traffic safety, border security and crime prevention; and training of police officers for the implementation of the Project.
- Developing the Police Accountability System, which shall include: expert assistance and training in the development of the most effective systems for internal control; transparent internal investigative and anti corruption capacities and procedures, in line with international standards and values.
- Enhancing criminal investigation capacities, especially in the fight against organized and serious crime, which shall include: providing assistance in the implementation of the *Strategy for the Fight against Corruption and Organized Crime* and the *Action Plan* for its implementation; support in establishing the National Co-ordination Unit of State Administration for the exchange of intelligence data; enhancing the capacity of the police to fight corruption, organized crime and economic crime; assistance in providing specialized training in Police Affairs that the Police Directorate defined as a priority; as well as facilitating the provision of necessary specialized equipment.
- Enhancing the capacities of the Border Police, which shall include: further improvement of cross-border co-operation and support in the implementation of the *Integrated Border Management Strategy* and its *Action Plan*.

- Enhancing strategic planning and development, which shall include: providing assistance in enhancing the strategic planning and management capacities within the Ministry and the Police Directorate; advisory support on the structural reorganization of the Ministry and Police Directorate; as well as support in developing a working methodology which leads to the implementation of EU standards and best practices.
- Enhancing police education and development, which shall include: providing assistance, consultancy and support to the police reform process through general education and training; trainer development programmes; curriculum development assistance; and improving the police capacities for a substantive delivery of training programmes.

### Strategic Planning and Development

In May, the Mission facilitated the release of a public perception survey conducted by the independent sociological agency CEDEM. CEDEM provided relevant statistics and information about the perception of the citizens and the society with regard to the police's performance of their duties; internal and external factors influencing it and the role of the society in improving co-operation with the police and the security in the country. The results of the survey provided background facts for the preparation of the *PD strategy 2011-2013* and the *OSCE Police Reform Report 2005-2011*.

### Co-ordination of Police-related Activities amongst International Organizations

On 19 December, the Mission facilitated the Police Directorate's "Annual Co-ordination Meeting" on policing issues that focused on the ongoing process of police reform in Montenegro. More than 30 representatives from the Police Directorate, the Police Academy, the OSCE, International Organizations, and Embassies participated at the meeting.

The meeting allowed participants to exchange information about the projects completed in 2011 and their plans for 2012. In the future the Police Directorate was going to be entirely in charge of organizing the "Annual Co-ordination Meeting" and was going to have a leading role in the co-ordination process. The OSCE Mission supported the establishment of a data base, which allows the Police Directorate to co-ordinate international assistance and to transfer the assistance to the local authorities.

### Police Education and Development

On 16-18 March, the Mission organized a two-day regional conference of ministers of justice and ministers of internal affairs from twelve member states of the South East European Co-operation Process (SEECF), chaired by Montenegro in 2011, in the Montenegrin town of Becici. The goal of the event, organized in co-operation with Montenegro's Justice and Interior Ministries, was to strengthen regional co-operation and co-ordination in the area of justice and police. In addition to the justice and interior ministers, representatives of international organizations and institutions dealing with judicial co-operation and organized crime matters, such as the EU, Eurojust, Europol, INTERPOL, MARRI, SECI and UNODC attended the conference.

The main outcomes of the conference were common declarations of SEECF Ministers of Justice and Home Affairs regarding the endorsement of the *Regional Strategic Document 2011-2013* and the *Action Plan* for its implementation, and the *Budva Declaration on Strengthening Regional Co-operation and Co-ordination in the Fight against Organized Crime in the Countries of South-East Europe*.

From 9-19 May, the Mission, in co-operation with the Turkish National Police (TNP), organized and facilitated a “Basic Course for Critical Incidents and Crowd Control” for 30 officers of the Montenegrin Special Unit (SU). Two trainers from the SU assisted international trainers during the course.

The improved knowledge of the SU members on the use of modern techniques, enhanced negotiations skills, and problem-solving techniques when dealing with riot and mass control situations, are of utmost importance. Therefore, the training course focused on the responsibilities and tasks of the SU and included, among other subjects, 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 SU up to a desired international level.

From 17-20 May, the Mission, in co-operation with the Montenegrin Police Academy, jointly organized and financed a study visit for two members of the Police Academy to the Dutch Police Academy. The visit’s objective was to get acquainted with simulation training modules in the Netherlands and further to include some of those modules into basic police training in Montenegro, thus to improve the training process at the Police Academy and make it more practical oriented.

On 19–23 June, the Mission organized a study visit to the Turkish National Police – Riot Control Unit (RCU), Ankara, for the Head of the Montenegrin SU, two Deputies and the Deputy Head of the Public Order Sector. The visit allowed the Montenegrin representatives to exchange practical experience with their Turkish colleagues and to get acquainted with the structure, organization and technical equipment of the Turkish RCU.

On 16-24 August, the Mission, in co-operation with the TNP organized a seven-day expert training on “Developing Police Training Programmes” for 12 Montenegrin Police Academy instructors. The project’s objective was to assist the Police Directorate and the Police Academy in setting up a self-sustainable police training and education system.

The course equipped participants with the necessary knowledge and skills to deliver different topics, draft various types and levels of lesson plans, describe the steps in the planning process, define the priorities, and identify the trends in lesson planning. Two international experts conducted the training course.

On 1-2 September, the Mission conducted a “Trainer Evaluation Course” for 13 Police Academy instructors. The project’s objective was to assist the Police Academy instructors to deal with problematic students during the learning process as well as to analyze the instructors and students performance. The Mission’s Police Training Centre conducted the training course.

On 19-20 September, the Mission, in co-operation with ODIHR conducted two cycles of a one-day training on “Law Enforcement Response to Domestic Violence” for 50 uniformed police middle level managers. Training objectives were to analyse and address common challenges that law enforcement officers in Montenegro face when intervening in domestic violence cases; to learn new ways of tackling domestic violence in comparative case example; to demonstrate ways in which gender mainstreaming in law enforcement institutions can improve their response to domestic violence cases and overall operational effectiveness; and to develop recommendations for effective gender mainstreaming based on participants’ experiences and established good practices.

On 26-28 September, the Mission conducted an assessment of the current state of affairs and preconditions required for setting up a “Tracking System and Database for Wanted People and Stolen Vehicles in Hotels”. The activity was done in co-operation with the TNP, the Montenegrin Uniformed Police and the Police Sector for Information Technologies. The

assessment report was supposed to provide recommendations for training, technical equipment needs and directions for future development.

From 30 October to 2 November, the Mission organized a study visit for the Head of the Montenegrin Special Unit (SU) and two managers from the SU Public Order Sector to the Turkish National Police – Crowd Control Department (CCD) in Istanbul. The visit was the third activity organized for the SU and allowed the Montenegrin representatives to exchange practical experience with their Turkish colleagues and to get acquainted with the structure, organization and technical equipment of the Turkish CCD. The Montenegrin delegation had the opportunity to observe the work of the Turkish CCD during two derby football matches.

On 14-16 December, the Head of the Mission's Police Training Centre (PTC) attended a three-day "Curriculum Development Course" that took place in Belgrade and was organized by the Police Programme of the OSCE Mission to Serbia. The aim of the training was to acquaint participants with best international practices in curriculum development. In that way the OSCE PTC assisted the Montenegrin Police Academy in the process of updating the existing curricula and drafting the new one in accordance with their needs.

### Accountability

In 2010, the Police Internal Affairs Department (IAD) had been transferred from the Police Directorate to the Mol's responsibility to ensure more independence and objectivity in its work. The IAD received new IT and special equipment, which had positive impact on its operational capacities and effectiveness. The Department improved co-operation with its counterparts in the region and participated in the work of the regional conference of internal oversight services. During 2011, the Mission continued to support the IAD in its efforts to upgrade its structure and improve its organizational and anti-corruption capacity through guidance and professional advice.

### Community Policing

On 17 February, the Mission facilitated a one-day conference on "Lessons Learned in the Implementation of the Community Policing Project for Uniform Police in Montenegro". The aim of the event was to bring together Commanders of Police Stations, Police HQ representatives and Community Policing Commissioners in order to discuss, evaluate and exchange experiences gained during the project implementation. Reported best practices will be used as guidance for future reference. Three main conclusions were drawn as a result of the conference: 1) Implementation of the project in the 21 current locations was going very well due to properly selected human and material resources; 2) The local communities had to be involved actively in the implementation of the project; 3) The goals of the project were realistic and achievable and with the OSCE support the project could become self sustainable.

In the frame of the Community Oriented Policing (COP) Programme, the Mission completed a two-week basic training course for Community Police Contact Officers. The training focused on: the introduction to COPs; the problem solving model; communication; crime prevention; community policing at the border; social psychology; reporting procedures; and presentation and facilitation skills. The purpose of this training was to prepare police officers for their new role as community police officers. Following the training, the newly trained officers were assigned as Community Police Contact Officers.

The Mission also organized ten cycles of two-day refreshment courses for 115 Community Police Contact Officers. The courses focused on: prevention activities; filing, records and reports; effective communication with elderly; intelligence-led policing; domestic violence; and development perspectives of community policing in Montenegro.

In addition, the Mission organized a three-day study visit to Croatia for community policing managers. The objective of the visit was to compare the implementation of the community policing strategies in both countries in order to identify best practices and lessons learned.

The main three key findings from the visit were that: the Montenegrin strategy for implementation of community police should mirror the Croatian strategy for implantation; the training which had been already given by the OSCE Police School in Danilovgrad was consistent with the Croatian model and had the same apparent genesis; and the OSCE should continue training of community policing officers and their Supervisors with more emphasis on transition in 2012.

On 3-5 October, the Mission and two Montenegrin community policing managers participated at the "6th Regional Community Policing Forum" hosted by the Albanian State Police in Tirana and organized by SEPCA, the Swiss Agency for Development and the OSCE Presence in Albania. The conference focused on two main topics: Prevention of Youth Delinquency and Crimes; and Domestic Violence. The forum assessed the current status of youth delinquency and domestic violence in the region and recommended relevant preventive measures.

On 18-19 October, the Mission and one Montenegrin community policing manager participated at the regional "Community Policing Conference" organized by the OSCE Mission in Kosovo (see also 4.2).

On 6 December, the Mission facilitated a one-day conference on "Lessons Learned in the Implementation of Community Policing for the Border Police in Montenegro". The aim of the event was to bring together identified Community Police Contact Officers and Community Policing Commissioners in order to discuss, evaluate and exchange experiences gained during the project implementation. Reported best practices were going to be used as guidance for future reference.

#### Upgrade of the On-call System

Between 18 April and 31 May, the Mission's Police Training Centre conducted five one-day "Presentation Skills Training Courses" for 99 municipal workers from all 21 municipalities in Montenegro. The training focused on developing effective presentations, characteristics of an effective visual aid, power point presentations, and personal characteristics of a good presenter.

On 13-17 June, the Mission, in co-operation with the Police Directorate and the Police Academy, organized four one-day training events on "On-Call Centre Operations". 80 shift leaders, together with duty officers, finished the course provided by Slovenian experts. The training focused on communication skills and new trends in On-Call Centre Operations due to planned changes in the structure of the Dispatch Service of the Police Directorate.

On 4-6 October, the Mission, in co-operation with the Police Directorate and the Police Academy, organized three additional one-day training courses on "On-Call Centre Operations". 81 shift leaders together with duty officers finished the course delivered by Slovenian experts.

#### Criminal Analysis/Criminal Investigations

On 12-14 December, the Mission, in co-operation with the Montenegrin Police Directorate, organized a three-day training course for ten Controllers from the Police HQ and branch offices on enhancing the capacity of Controllers in accordance with international best practises in the area of Informants Handling. The objective of the training was to support the

existing Controller structure and to strengthen the professional capacity of Controllers in the process of recruiting and handling of informants used by the Montenegrin Police Directorate in line with best international and EU practices.

### Forensics

Since 2003, the Mission has been putting efforts into institutional and capacity-building of the Forensic Sciences in Montenegro. In this context, and with the aim to further strengthen the forensic capacities, the Mission, from 23-27 May, facilitated the participation of the Head of the Forensic Centre in Montenegro and of another forensic expert at the “23rd ENFSI Annual Meeting” in Tallinn, Estonia. The conference focused on education and training, the establishment of common data bases for all ENFSI member states, accreditation and quality control, experts working groups’ reports and the selection of new members of the Executive Board.

### Cyber Security/Cybercrime

On 9-13 May, the Mission, in close co-operation with the Swedish National Police and the Montenegrin Police Directorate, organized a five-day specialized training course on “Sexual Abuse of Children on the Internet”. The main goal of the training was to improve the professional knowledge of police officers and to increase the level of competence and skills in the fight against child pornography. Five law enforcement investigators from the Montenegrin Police Directorate and the Forensic Centre took part in the training. The training focused on: sharing information on the implementation of educational workshops in order to raise awareness on this phenomenon in Montenegro and abroad; ways of improving co-operation with internet providers and NGOs; and utilizing best practices of international standards in solving the problem. Two international experts conducted the training.

### Trafficking in Human Beings

In 2011, the Mission supported the Office of the National Co-ordinator for the Fight against Human Trafficking in issuing the *National Strategy and Action Plan for the Fight against Trafficking in Human Beings for the period 2012-2016*. Those documents will act as a road map in the fight against THB, allowing local authorities to better co-ordinate the activities in this area and to improve preventive measures.

### Drug Trafficking

In March, law enforcement officers from Montenegro took part in the practical exercise on controlled deliveries of illicit drugs, implemented by the OMIK Department for Security and Public Safety, with the support of the SPMU and law enforcement agencies from Albania, Bulgaria, the Former Yugoslav Republic of Macedonia, Germany, Montenegro, Slovenia and Turkey (see also chapter 2).

On 13-17 June, the Mission, in co-operation with TADOC and the US ICITAP, organized a five-day controlled delivery course for the narcotics division and the prosecutor’s office. Police officers who combat drugs crimes, having basic knowledge about controlled delivery operations had not received training on this particular topic since 2003.

The Mission’s controlled delivery training course increased the theoretical knowledge and contributed to better co-ordination of the activities between police and prosecutors. In addition, participants learned about trends in international transportation and smuggling of cocaine from South America to the Balkans and Europe, and about heroin roads from Afghanistan through the Balkans to Western Europe. The international trainers also shared

their experience regarding methods and technical equipment for controlled delivery operations.

### Border Policing

On 20 January, the Mission, in co-operation with the OSCE Presence in Albania facilitated a regular cross-border co-ordination meeting between the Montenegrin Border Police delegation and the Albanian Border Police delegation (see also chapter 4.1). The meeting took place in Shkoder, Albania and was organized in line with the OSCE BSMC. At the meeting delegations focused on: the implementation of existing agreements between Albania and Montenegro; the analysis of the joint operations conducted between the two border agencies during 2010; the analysis on the functioning of the joint Border Crossing Point Muriqan-Sukobin; problems encountered and measures taken to solve them; bilateral co-operation at local level; co-operation regarding the exchange of information; problems encountered in the railway station of Bajze; the installation of the joint radar in Shkodra Lake; and the possible solution of the flooding problem at the Vermosh (Gerçare) BCP caused by water coming from Montenegro.

On 9 March, the Mission and a delegation of the Montenegrin Border Police attended a meeting in Tirana, initiated by the OSCE Presence in Albania (see also chapter 4.1). The purpose of the meeting was to bring together border police authorities from Albania, Kosovo<sup>14</sup> and Montenegro in order to discuss the establishment of a joint centre for the exchange of information between border authorities of the three countries. In addition to the OSCE, other international actors, such as ICITAP and PAMECA III attended the meeting as potential donors for the establishment of the centre.

The bilateral agreement on cross border co-operation between Montenegro and Kosovo was also a topic of the discussion. The Montenegrin Border Police offered assistance to their colleagues from Kosovo in the preparation of the draft agreement and protocols in order to speed up the process and of the signing of the cross-border co-operation agreement between the Ministries of Interior of both countries.

On 4-8 April, the Mission organized a “Profiling Training Course” for 13 border police and customs officers. The training allowed the participants to learn more about new mechanisms for detecting and investigating drug smugglers, especially at international airports as well as the opportunity to discuss the relevance and applicability of the mechanisms in the everyday work of the Montenegrin Border Law Enforcement Services, such as the Border Police and Customs Administration. The training was conducted by two international experts from Sweden.

On 11-12 April, the Mission, in co-operation with the Turkish Development Agency (TIKA) and the Police Academy, organized a “Forged Documents Training Course” for 20 border passport control officers working at the border crossing points. The aim of the course was to equip border police officers with adequate knowledge and skills needed to detect and capture forged documents used on border crossings in Montenegro. The training was prepared in close consultation with the international presences in the country and therefore did not overlap with activities in this areas organized by others.

On 20 May, the Mission, in co-operation with the Police Directorate, organized a meeting between delegations of the Montenegrin Border Police and the Border Police of Bosnia and Herzegovina. At the meeting delegations focused on: information about the implementation of existing agreements between Bosnia and Herzegovina and Montenegro; bilateral co-operation at local (BCP level) in terms of Integrated Border Management (IBM) between Bosnia and Herzegovina and Montenegro, how IBM was working and ways for improving it;

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<sup>14</sup> All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.



problems and good practices at border crossing points; joint patrols and green border patrolling; joint incident investigations and information exchange, and ways for improvement; points of contacts and their maintenance; improvement of communication across the border, especially in case of emergencies; options for making the passage of people and goods more efficient during the summer season; co-operation on illegal migrants and returnees (proper identification, handling and referral); and other questions related to border management.

On 13-15 June, the Mission facilitated an assessment of Police K-9 narcotics and explosive detection dogs. The assessment aimed at identifying shortcomings and ways for improving the work of the K9 Unit in view of the fact that both explosive and narcotic detection dogs require constant training and proper keeping.

On 2 December, the Mission, in co-operation with the OSCE Presence in Albania, organized a one-day training for 20 Montenegrin border police officers working as members of joint patrols at Joint Border Crossing Points (JBCP) with Albania. The training was organized in line with the OSCE BSMC. The training focused on: the legal framework, experiences and good practices in Montenegro and Albania in the mission and joint patrols, focussing on JBCP organization; and the introduction of the legal system in both countries with regard to information exchange and data protection. The trainers were mid-level managers from both countries.

### Counter-terrorism

On 8-9 September, the Mission facilitated the participation of one member of the Montenegrin Special Anti-Terrorist Unit at a workshop on “Public-Private Partnerships on Enhancing Tourism Security” in Vienna (see also chapter 3.1).

On 1-2 December, the Mission, in co-operation with the Montenegrin Police Directorate, organized a two-day seminar on guidelines for team work in police negotiation. In addition, the Mission donated a mobile phone system for negotiations during critical incidents, such as hostage, kidnap, barricade and suicide situations. The mobile phone system will help the negotiator of the Montenegrin police, members of the tactical response team and command staff to safely resolve such kind of incidents. The trainees were municipal police chiefs, the Commander of the Special Anti-Terrorist Unit, the Head of the Border Police Unit, a member of the VIP Protection Unit, as well as the Montenegrin police negotiator. Negotiators from the police services of Slovenia, Croatia and Serbia shared their experiences and provided best practices with the seminar participants.

#### 4.4 The OSCE Mission to Serbia

##### Background

The OSCE Mission to Serbia and its Law Enforcement Department (LED) assist Serbia in reforming its police service to ensure effective law enforcement and to institutionalize processes that underpin democratic policing. As Serbia further integrates into European structures, the police service has continued to advance, increasing its level of professionalism and accountability.

The co-operation with the Serbian Government is based on the strategic framework document – a revised Memorandum of Understanding (MoU), signed between the Mission and the MoI in 2009. The MoU defines the following priority areas: Police Accountability; Police Training and Education; Organized Crime; Community Policing; Strategic Planning and Development; and Public Relations and Communication.

In 2011, key areas of the Mission's activities were in line with the main MoI strategic areas defined in the overall *MoI Development Strategy 2011-2016*: organization and management; safety of the individual; the community and the state; partnership at the national, regional and international levels; and internal and external oversight systems and operational transparency.

In 2011, the LED was comprised of 19 international and 24 national staff. It had six international and six national staff deployed to field locations: the OSCE Advanced Police Training Centre in Zemun; and the Basic Police Training Centre in Sremska Kamenica.

##### Strategic Planning and Development

In 2011, the LED continued to deliver advice and assistance to the MoI related to the development of strategic planning and management. This effort was to a large extent based on a top-down approach, primarily from the MoI's Cabinet, State Secretariat, and Division for Finance, Human Resources and Common Affairs. The key strategic document, the overall *MoI Development Strategy 2011-2016* finalized in December 2010, is a milestone document for police reform covering all areas of policing and internal organization. The LED supported the process of drafting this document in 2010. The Strategy incorporates the LED's recommendations, inputs from the Department-supported NGO research, and the results of public debates. In 2011, the LED supported the MoI in developing the operational action plans for the implementation of the Strategy and supported the Ministry's efforts in addressing the need for efficient and effective implementation of the Strategy goals.

In February 2011, the LED organized a study visit for the Head and staff of the MoI's Department for Management of EU-Funded Projects to the Croatian Ministry of Interior. The Serbian MoI, supported by the Mission with policy advice, created this MoI Department in 2010 tasked to develop, facilitate and coordinate EU-funded, but also bilateral or multilateral projects that bring the Ministry and the police in line with EU accession criteria and international best practices. During the study visit, representatives of this newly established Department were introduced with the tools and methods for performance improvements and skills necessary to increase the awareness of their colleagues throughout the Ministry and the police service on reform projects.

The project "Human Resource Gap Analysis in the Ministry of Interior, Serbia" funded by the Norwegian Ministry of Foreign Affairs and managed by the LED, was completed on 20 May 2011. The final outcome of the project is the *Report on Human Resources*, which was an analysis of the existing gaps between the practice, the legal and regulatory framework of

human resources management in the MoI, and the international and European standards – instruments currently legally binding for Serbia, European Union accession requirements, and recommended best practices – relevant to human resources management in the public administration and the police. The report incorporates the key legislative, regulatory and capacity-oriented recommendations important for the MoI in order to address the gaps between the current situation and international standards.

As part of the project “Fostering Civil Society Involvement in Police Reform in Serbia”, the NGOs involved in it organized the Advocacy Course which took place in Belgrade on 20 and 21 April. Lecturers at the course were representatives of both international (UK, Bosnia and Herzegovina) and domestic civil society organizations prominent in the field of advocacy. The topics presented at the course covered basic advocacy concepts, case studies and lessons learned, as well as different areas of advocacy important for police reform such as budgeting and police-media relations. The course was attended mainly by representatives of civil society organizations and representatives of the MoI Bureau for Cooperation with the Media. The course aimed at raising capacity of civil society in Serbia to advocate for police reform, which also contributes to the overall goal of the above mentioned project.

From 9-12 May, 17 mid-level and senior police managers from the MoI completed training on change management and policy making in Belgrade. This workshop, facilitated by the LED and the MoI Bureau for Strategic Planning, was designed to provide Ministry and police managers with the knowledge and skills to create and implement police and security-related policies. The training equipped participants with the competencies to manage organizational change through the implementation of public policies. Participants highlighted that these skills would be crucial to them, particularly in the context of Serbia's Euro-Atlantic integration, and in view of the recent adoption of the Ministry's *Development Strategy 2011-2016*. Science Po Paris, one of Europe's centres of excellence in public policy, delivered the course, while the Government of France provided financial support.

In co-operation with DCAF and the Embassy of the Netherlands, the LED supported three researchers from civil society organizations to publish the fifth *Collection of Policy Papers on Police Reform in Serbia*. The *Collection of Papers* was presented in Belgrade in July 2011. The event was an outcome of the LED project "Fostering Civil Society Involvement in Police Reform". The collection also encompasses topics, such as civil society contributions to the legality of procedures related to illegal migrants and asylum seekers, and training police officers for efficient police co-operation. The main target group of this presentation consisted of representatives of various civil society organizations in Serbia, which should benefit from this event by raising their awareness in the above mentioned topics and by getting first hand information on the main principles and challenges in the process of police reform, in order to use them in the every day work.

Within its efforts to support building of the MoI's strategic planning and management capacities, the LED supported the participation of a representative from the Ministry's Bureau for Strategic Planning (BSP) at the workshop on team building skills in Paris, entitled “Creating Value and Synergy”, organized by CAP-GEMINI in August 2011. Based on the experience acquired at the workshop, the participants were expected to transfer state-of-the-art understanding and competences for team building and management to Ministry employees.

In September, the LED organized the training “Project Cycle Management” for 20 MoI representatives in Belgrade. Participants did not have previous experience in project management theory or practices and they were selected from various Ministry units, such as the BSP, Criminal Investigations Directorate, Border Police, Gendarmerie and the Human Resources Directorate. The training was in line with the Ministry's efforts to enhance strategic management and leadership by developing capacities in different areas, such as

project management, as stated in the Ministry's *Development Strategy 2011-2016*. The training was provided by two Mission members who are Project Cycle Management trainers.

In October, the Department organized the Team Building Skills Training. These courses were organized for 27 members of the MoI: mainly personnel from the Department for Management of the EU Funded Projects (IPA unit), but also for representatives from other relevant Ministry's units: the Bureau for Strategic Planning, Internal Affairs Division, Human Resource Directorate, Division for Analytics and ICT and Police Directorate. These courses provided the IPA unit with knowledge and abilities to facilitate project management related meetings and develop partnership and dialogue with other organizational units.

In October, the Department organized a seminar on basics of the European Integration process for 20 representatives of the Ministry's Division for Finance, Human Resources and Common Affairs. The seminar raised understanding of the EU financial system and possibilities to compete for various EU funds (as an EU country, as a candidate state and pre-candidate state).

In October, the Department also facilitated a study trip for six selected members of the Serbian MoI to the French MoI and the French National Police Directorate. A part of the group, financed by the EU TAIEX instrument and focused on strategic planning and management, consisted of representatives of the BSP. Other Serbian representatives, financed by the Department, were from the Unit for Management of EU-funded Projects and from the Border Police Directorate and focused on project management, implementation of national security policies through projects and the application to migration policies. The visit familiarized the Serbian Ministry's senior and operational staff in charge of strategic planning, design and facilitation of management reforms, and co-ordination of strategy implementation, with the planning, management and co-ordination processes and methodologies of a large EU Member State.

In December, the LED, in co-operation with the MoI organized an Informal International Stakeholders meeting on police reform in Serbia. The meeting was an opportunity for providing an overview on project ideas and current needs of the police reform process in Serbia. Representatives of embassies and international organizations used this forum to exchange information and, where possible, agreed upon co-ordination on future activities as a continuation of the ongoing active dialogue in the area of police reform. The discussion focused on the objectives and activities foreseen by the various international stakeholders for 2012-2013 and on the need for more efficient information sharing in the area of security sector reform.

### Public Relations and Communication

In May 2011, the MoI formally adopted the *Action Plan for the Implementation of the Communication Strategy* of the Ministry, which was developed in 2010. This document was the result of several sessions of the workgroup for drafting the Action Plan. The group comprised Ministry's high ranking officials who were supported by two international media experts and several LED members. The Action Plan represents a practical tool for the implementation of the Strategy, within the new priority area Public Relations and Communication, defined by the MoU, signed in 2009 between the MoI and the Mission. The revised MoU introduced public relations and communication as a new priority area of co-operation with the MoI. Support provided in this area contributes to a more transparent relationship between the MoI, the media, the public and civil society, thus building public trust.

Within the assistance provided to the MoI in implementing its *Communication Strategy*, the LED, in August, supported the development, printing and dissemination of posters and

leaflets to address problems of traffic safety and abuse of visa liberalisation system. The objective of this campaign was to support the Ministry to efficiently communicate to the public its policies within the important domains of traffic safety and migration policy.

In October, the LED, in close co-operation with the Serbian Mol's Bureau for Co-operation with the Media organized the conference "Co-operation of Interior Ministries with Media and the Public" in Belgrade. The event convened spokespersons and staff dealing with public relations from the Mols of the countries in the region: Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro and Slovenia. The conference fostered the exchange of information, experience and communication skills between the Serbian Mol's personnel dealing with public relations and their counterparts from the regional Mols. The open and continuous exchange of information between these Ministries will contribute to the efficiency of the overall work of all the regional Interior Ministries. The lecturers were prominent Serbian communication experts who delivered workshops on the following topics: public appearance and stress management, communication techniques and communication with media, the relationship between the Mol and the media, and public advocacy of the organization in crisis situations.

As part of the Mission's support in enhancing the Mol's internal communication capacities, the LED organized a presentation of the Ministry's *Communication Strategy* and the *Action Plan for the Implementation of the Strategy* for the district police spokespersons. The district police spokespersons (overall 27) were divided into three groups, depending on geographic distance from cities where the presentations took place – Belgrade, Niš and Novi Sad. Two of these (Niš and Novi Sad) took place in September 2011 and the third in December 2011 in Belgrade. The Mol staff, dealing with Mol communication issues at the local level, was informed about the Ministry's *Communication Strategy* and the *Action Plan*. In addition, this activity contributed to improving the relationship between the Ministry's staff working on communication and public relations affairs at the Headquarters and the staff dealing with these issues at the local level.

### Police Training and Education

In 2011, the LED continued to assist the Ministry in establishing an effective and efficient overall police training system. Both parties agreed to establish the Working Group involving all the relevant stakeholders of the Ministry, with the task to develop a *comprehensive Police Training Strategy*. This endeavour came after the Ministry had adopted its *Development Strategy 2011-2016*. It was intended to have a long-term impact on ongoing organizational and reform processes within the Serbian police. The OSCE Mission will have the role in providing both expert support and methodological assistance. The joint work of the Mol and LED in outlining the process and developing the concept of strategic planning started in March.

In the effort to support the Ministry in the establishment of management training system, the LED together with the Mol's Police Education Directorate initiated establishment of a Working Group which would develop the management training for operational (first-line) level. The tools and instruments for Training Needs Analysis (TNA) were developed together with the Ministry, and the TNA was followed by curriculum development, training-of-trainers and the implementation of pilot courses. This training was targeting police station commanders, deputy station commanders and heads of sections for combating crime in the police districts. Due to lack of the Mol's commitment in developing the first-line management training, it was envisaged that the activity would be reinforced in 2012.

From January-March, the LED continued to support the Mol in the introduction of E-learning as an overarching learning concept for basic, in-service, specialized and management training. In line with the recommendations of the December 2010 *Report on E-learning Needs Analysis*, the joint Mol/OSCE Working group in the first quarter of 2011 focused on

drafting the *Strategic Document on E-learning as a Support to the Development of the Existing Training System in the Ministry of Interior* which was intended to lay grounds for the development of the action plan for the systematic introduction of this contemporary teaching method across the MoI.

In line with the strategic document which was approved in March by the Minister of Interior, the LED organized a workshop for developing the *Action Plan for the Introduction of E-learning to Support the Development of the Existing Training System in the Ministry of Interior*. A first draft of the *Action Plan* was developed by the joint MoI/OSCE Working Group and the document was approved in July 2011.

From 11-15 April, the LED, together with the MoI's Basic Police Training Centre, hosted a regional training on the topic of the use of force by the police. Participants were police trainers involved in basic and in-service training in Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro, Serbia and Slovenia. Apart from enhancing the co-operation in the region in the field of police training, the seminar also attempted to establish more effective links between basic and in-service training in terms of content, techniques and training methodologies. This activity came as a follow-up to the similar regional training held in 2010.

The LED also continued to assist the Serbian MoI in developing the "Trainer Development Programme". In May, the department reviewed the Trainer Development Course and provided recommendations for its further development. In June, the LED supported the running of two cycles of the "Trainer Development Programme".

The LED continued supporting basic police training through the development of an overall plan of evaluation focusing on human and financial resources, results, and the legislative framework. The primary goal of this evaluation was to assess the result of the training of the first and second generation of graduates at the MoI's Basic Police Training Centre and to identify the amendments that are necessary in the existing curricula. The support provided to graduates within the MoI structures was to be evaluated as well as the changes that should be introduced in the overall basic police training system.

In July 2011, the LED, together with the MoI's Basic Police Training Centre, organized the seminar "Modern Use of Library in Police Education and Training". The participants were 15 training staff members from the Centre who had the opportunity to learn how to incorporate modern library management principles in the training process. This seminar came as a complementary activity to the Library Renovation bilateral project, funded by the Norwegian Government and aimed to ensure the sustainability of the Basic Police Training Centre's ability to maintain and further develop its training capacity.

Consolidation of the basic police training was the focus of the Training Programme in the last quarter of 2011. The "Third Annual Police Field Training Coordinators Seminar" gathered 40 police field training co-ordinators from Belgrade City Police. The seminar provided an opportunity for police training co-ordinators to discuss the development and changes that need to be introduced in the implementation of the practical phases of the basic police training. As announced, the Mission staff was withdrawn from the Centre in December 2011, which marked the closure of one of the Mission's most significant achievements in police reform in Serbia to date.

In April, the LED continued activities in the area of developing police service mechanisms to deal with the victims of crime. The department designed a publication to raise awareness which could be used as a learning tool for systematic solutions of issues and problems faced by victims of various crimes. The publication depicts the international perspective and the conditions in Serbia regarding the police, judiciary, legislation, healthcare system, and work of non-governmental organizations. This publication was one of the elements in the area in

which the LED was assessing further necessary actions which would support building-up existing mechanisms of work with crime victims used by the MoI's Uniformed Police Directorate and the Crime Investigation Directorate.

In November, at the "Second Annual Conference of the Victimology Society of Serbia", the LED presented to the MoI and other relevant security sector actors the publication *Crime Victims: International and Serbian Perspective*, developed jointly by the OSCE Mission to Serbia, the Swedish NGO Safe Sweden and the Victimology Society of Serbia. The publication presents a comprehensive overview of the situation regarding victims of crime from Serbian and international perspectives, shedding light on potential future steps in improving the system and assistance provided to victims of crime in Serbia. The presentation was followed-up with a workshop on the steps necessary for the development of a holistic view on the victims of crime and the ways to standardize and increase sensitivity of police officers when dealing with victims of crime. The experiences and information gained in this process laid the grounds for developing the comprehensive training programmes and enhancement of services and information provided to victims.

During the reporting period, the LED continued with preparations for training a core group of Ministry trainers (course creators) and administrators in using Moodle – Learning Management System (LMS). The training took place from 3-12 October, and upon graduation from the training, the Ministry trainers and administrators became actively involved in the design, development and implementation of the first e-learning courses.

In July, the LED organized a "Mental-Tactical Workshop" for the trainers of the MoI Directorate for Protection of VIPs and Facilities. The workshop, which was facilitated by two experts of the Hungarian Ministry of Interior, focused mainly on stress management during critical police interventions. The Workshop was a preparation for a wider regional training that was held in Belgrade from 3-7 October. This effort aimed to establish a higher quality of specialized training by enhancing co-operation in the region and introducing standards for curriculum development and training delivery.

The Mission also supported the participation of the LED National Curriculum Development Officer and one MoI representative in the seminar "Meeting Police Education below Sea Level", organized by the Dutch Police Academy in September 2011. The seminar was primarily intended for police education professionals and its goal was to provide insight into the competence-based system of police education and training in the Netherlands. The experiences and knowledge gained at this seminar will be incorporated into the process of development of the overall *Police Training Strategy* in the MoI.

Continuing to provide assistance to the MoI in building more effective specialized training and fostering effective regional and international co-operation in police matters, the Department supported the organization of the "International Instructor Close Protection Training", gathering 20 Close Protection Trainers from Croatia, Italy, Montenegro, Norway, Serbia, Slovenia and Sweden who presented their systems for the training of close protection officers in their respective organizations, with specific focus on the impact of stress on their tactics and effective stress management techniques in critical police interventions. This initiative laid the foundation for establishing the "Advanced Close Protection Training" in the Serbian MoI, which was going to be facilitated by the LED.

In its endeavour to support the MoI in enhancing its capacities for international co-operation, the Mission organized an "English Language Training" for 70 senior Ministry officials. This project aims to enhance English speaking skills of the core Ministry personnel to a functioning level, and ensuring the sustainability of the effort through coaching and providing training-of-trainers courses for the selected teaching staff from the MoI. The project includes both generic and thematic language courses, and some of the topics include English for EU Integration and English for Law Enforcement, being the areas of language competence most

relevant for the Ministry of Interior professionals. This is seen as one of the key requirements for advancing the police reform process and enhancing the Ministry's international co-operation opportunities in the context of EU integration and the modernization of policing in Serbia.

### Accountability

In 2011, the Mission provided consultancy in developing a *Professional Standards Handbook* in partnership with a joint UK – Czech Republic project. This handbook was to serve as a guide for achieving the expected standards of ethical behaviour for all police officers in Serbia. The Handbook was to include: international legal sources pertaining to combating corruption; the Serbian National Strategy on the Fight against Corruption and by-laws of the MoI related to this matter; the legal framework for the fight against corruption in Serbia; a list of anti-corruption organizations, governmental and non-governmental, on both international and national levels; the definition and forms of corruption; a methodology for detecting criminal offenses of corruption and transparency of the procedure; rights and responsibilities of police officers; rights and responsibilities of citizens; and police ethics in the areas related to corruption. Each chapter was to contain a list of references. The Handbook was supposed to serve as a basis for police ethics and integrity training.

In its efforts to support the MoI Internal Affairs Division in developing the "Ethics Training Programme", the LED organized a workshop in October in Belgrade for high-ranking representatives of the MoI (Minister's Cabinet, Internal Affairs Division, Police Directorate, Division for Finance, Human Resources and Common Affairs, Division for Analytics, Telecommunications and Information Technologies) and Police Unions with the intention to expose them to police ethics programmes used in the USA, Canada and Slovenia, and to formulate a proposal for the development of the future national ethics training for the Serbian police. The group had an opportunity to establish a joint approach to the implementation of a self-study ethics curriculum that was yet to be developed, and to explore a possibility to include ethics curricula as one of the pilot programmes in the e-learning model, which was currently being developed in co-operation between the LED and the MoI.

In June, the LED, together with the Belgrade Centre for Human Rights and the MoI, organized two two-day workshops on the "Prohibition of Ill-treatment of Persons Detained in Police Holding Facilities" for Contact Officers of the Regional Police Departments with the Ministry's Commission for Monitoring and Implementation of the European Convention for the Prevention of Torture. The conference was part of the LED's efforts to assist the MoI in the area of safer detention and handling of persons in police custody. The workshops helped the MoI's Anti-torture Commission Contact Officers to improve their knowledge of the international standards on the treatment of persons deprived of liberty in police detention. The workshops also helped to identify shortcomings in the existing national regulation pertaining to police custody, and offered possible solutions to remedy these shortcomings, as well as to enhance reporting on treatment of persons in police detention.

In September, the LED and the Belgrade Centre for Human Rights jointly organized a seminar for national police trainers on "Police Work and the Prohibition of Ill-treatment and Inhuman or Degrading Treatment or Punishment". The seminar was held for 29 national police trainers and training co-ordinators at the Centre for Basic Police Training in Sremska Kamenica. The seminar aimed to enhance professional competence of the trainers and co-ordinators on international human rights standards related to police work and the prohibition of ill-treatment, covering the following topics: the European Court of Human Rights case-law related to police work; the national legislation regulating the prohibition of torture and the use of force; the European Committee for the Prevention of Torture and the importance of its visits to places of detention under the Ministry of Interior; the obligation of the state to conduct a timely, effective and independent investigation into all allegations of ill-treatment; and the treatment of persons from vulnerable groups by the police. In the interest of



identifying local resources and ensuring sustainability, the seminar was delivered mostly by national experts from the Belgrade Centre for Human Rights, the Union University Faculty of Law, the Ombudsman's Office Council for the Protection of Rights of Persons Deprived of their Liberty and by staff of the Mol.

In order to assist the Mol in ensuring that the procedure for resolution of complaints against the police and the mechanisms implementing the procedure are effective, transparent, and in line with accepted good practices, the LED and the Belgrade Centre for Human Rights jointly organized two workshops on the "Prohibition of Ill-treatment and the Complaints Resolution Procedure in the Ministry of Interior". The event was held in September 2011 at the Mol Training Center "Avala" in Belgrade. The workshops aimed to enhance the effectiveness of the Mol Complaints Resolution Commissions and to advance the competencies of the Commissions' members. Their performances must be in line with international standards related to the prohibition of torture and inhuman or degrading treatment or punishment, including the right to an effective investigation of ill-treatment and right to an effective legal remedy and fair trial. Equipped with new knowledge and skills, the Commissions' members were expected to contribute to reducing the number of complaints that have to be resolved outside the police, before national courts or international human rights treaty bodies. The workshops also intended to re-examine the effectiveness of the current police complaints procedure. The facilitation of workshops was entrusted to national experts from the Belgrade Centre for Human Rights, the Union University Faculty of Law, the Ombudsman's Office Council for the Protection of Rights of Persons Deprived of their Liberty, and to staff of the Mol.

In October, the LED and the Belgrade Centre for Human Rights jointly organized two more workshops on the "Prohibition of Ill-treatment and the Complaints Resolution Procedure in the Ministry of Interior". The training covered issues, such as: the right to an effective investigation of ill-treatment; the right to an effective legal remedy and fair trial; and reinforcing the fundamental procedural safeguards which can contribute towards the prevention of ill-treatment of persons in contact with or detained by the police. The workshops also served to provide guidelines on how the police service in Serbia should make the complaint procedure an effective legal remedy in line with accepted international standards and good practices, as defined in the European Court of Human Rights case-law.

In November, assistance was provided to the Mol to gather relevant input that will be used for drafting a *Custody Rule Book*. The Department and the Mol Internal Affairs Division jointly organized a workshop on Handling of Persons in Police Custody in November. It brought together 27 police managers responsible for pre-trial detention facilities throughout Serbia along with other colleagues responsible for internal and external police oversight, such as representatives of the Ombudsman's Office, the Serbian Mol's Commission for the Prevention of Torture, and the Mol Internal Affairs Division. This group exchanged knowledge and experience, and shared input on the provided draft custody intake forms. Ultimately, the workshop identified potential members of a working group that would be responsible for developing a draft proposal for the adoption of a Mol Custody Rule Book which would meet European best practices. It was expected that this would improve custodial standards for pre-trial detainees.

### Community Policing

In 2011, the LED continued to assist the Mol in developing and sustaining community policing practices. The focus was on an increase in interaction between the police and the public. One example in this area are Municipal Safety Councils (MSCs), which represent a powerful tool for the police to exchange information with the citizens and major governmental and non-governmental stakeholders at the local level. MSCs represent a form of partnership at the local level and are expected to be one of the pillars of the future Community Policing Strategy. The LED continued to support the expansion of the model at the national level by

advocating this concept with the Standing Conference of Towns and Municipalities in Serbia, the permanent body which brings together the key figures of local self-governments in Serbia; and by providing training to new municipalities on practical aspects of the function of MSCs for two districts (six towns) from central Serbia. The topics covered by the training included: the role and scope of work of municipal safety councils; the methodology of forming MSCs; the development of strategic and communication plans, working groups and action plans; implementation issues and progress monitoring; as well as administrative issues.

In its endeavour to sustain the already established MSCs the LED organized a training session in “Project Cycle Management” for eight MSCs throughout Serbia. A recommendation from the *2004 OSCE Assessment of Police Reform in Serbia* for MSCs was that in order to build sustainability for the councils, permanent funding needed to be established in order for the councils to develop and address safety concerns. In an effort to follow through on this recommendation the LED provided training to seven MSCs to develop capacities for their councils in project proposals skills which could be used in the future to acquire outside sources of funding. Additionally, from the training the participants acquired skills in action planning which they could use in conjunction with the project proposal training to implement their safety plans.

To provide these MSCs with practical experience in developing and implementing action plans on safety issues, the LED awarded a fixed sum of funds to be used for specific projects the councils developed in the area of raising awareness of community concerns such as drugs, burglaries and domestic violence in their communities. The implementation of these projects continued throughout the third and fourth quarter of 2011 with the police and local stakeholders carrying out activities such as: focusing awareness on education regarding drugs in schools for different target groups (students, teachers and parents); and media campaigns on drug awareness and domestic violence. The MSCs developed capacities to create representational material; self promote the value of MSCs in their communities and raise awareness on local safety concerns in an effort to local solutions based on local resources to community concerns. The project activities were completed by November 2011. To mark the official completion of the MSC projects, the Department organized an “End-of-Year MSC Workshop” in mid-November 2011. This workshop gave an opportunity to MSC members to present their experiences in the implementation of these projects, to identify similarities in local security concerns and to discuss the lessons learned from their joint work. The participants also defined the way forward and shared ideas that can be developed into additional activities for the coming year in strengthening police-public partnership.

Upon request from the MoI, the LED also developed a training curriculum and instructed 64 Community Liaison Officers (CLOs), who were going to work in the 27 police districts throughout Serbia. The CLOs are police officers who are recognized to be focal points in the districts with which citizens could communicate to address local safety concerns. The MoI, by agreeing to this training demonstrated its commitment towards building organizational capacities to develop and sustain a Serbian Community Policing Model. The training was held in late September and at the beginning of October 2011. During the training the officers were provided instruction in OSCE and community policing concepts, such as policing in a multi-ethnic environment, conflict resolution and mediation and accountability. The officers shared lessons learned in working with marginalized groups and best practices in strengthening police-public partnership. At the beginning of December, the Department and the MoI jointly organized a roundtable and certificate delivery ceremony to mark the successful completion of the “Community Policing Development Course”. The entire event raised visibility of community policing at the national level through substantial media coverage.

In 2011, the LED also supported the Working Group tasked with assessing the security situation in the city of Belgrade. One of the recommendations given by the Working Group for the improvement of the security situation was the formation of the Safety Council for the City

of Belgrade. The LED was invited to provide its services to advise and mentor representatives of relevant institutions comprising the Working Group on the activities and steps in forming the Safety Council, as well as in developing a security strategy for the City of Belgrade. Co-ordination among the Belgrade Working Group members on addressing safety concerns and the advice and mentoring provided by LED will serve as a model for other urban areas throughout Serbia who similarly wish to develop capacities that enable them to establish safety plans through community policing concepts.

Believing that combating hate crimes represents a very important aspect of community policing work, the LED also continued to support Mol involvement in international events and the exchange of best practices. The Mol focal point for hate crimes was invited to participate in the establishment of a task force composed of law enforcement trainers and experts from across the OSCE region with the objective of transferring their skills and knowledge within the framework of the new ODIHR initiative "Training against Hate Crimes for Law Enforcement" (TAHCLE) (see also Appendix 1). Furthermore, with the support of the OSCE, the Mol took active part in the "Human Dimension Implementation Meeting", organized by ODIHR, which took place in Warsaw in September 2011.

### Transversal - Gender Issues

As a continuation of the Mission's support to the relatively newly established Women Police Officer Network in Southeast Europe (WPON) and the work of its first chairperson, the Department supported the participation of two representatives of the Mol at the seminar "Women Leadership - Gender Mainstreaming, Quotas, Formal and Informal Regulations - Concepts, Facts and Experiences in Police and Public Authorities of European Countries" held from 29 August to 2 September at the Informations und Bildungszentrum Schloss Gimborn (IBZ) Conference Centre of the International Police Association, in Gimborn, Germany. The event was organized by the International Police Association. A Serbian Mol representative had the opportunity to present the creation of WPON in her capacity of Chairwoman of the Network. This was also an opportunity for the exchange of experience and the establishment of links with relevant representatives of the police services from Germany, Sweden, UK and other countries.

During the reporting period, the LED also continued to support the Ministry in the greater inclusion of minorities and women in the police service and in September, in co-ordination with the Mission's Democratization Department, facilitated an orientation visit to the Basic Police Training Centre for a group of Roma youth interested to begin their career within the police service. A total of 35 Roma women and men were provided with the opportunity to learn about the basic police training programme and career possibilities in the police service.

### Organized Crime

In 2011, the LED continued to provide the Mol with expert advice and assistance in the area of combating illicit drugs. In line with the *National Strategy for the Fight against Drugs in Serbia 2009-2013*, the LED had trained Serbian police officers in techniques for the identification of signs and symptoms of narcotic intoxication in 2010. Since the training was delivered by two Nordic experts based on a curriculum used in Sweden and Norway, the necessary adjustment of the delivered Nordic curriculum to the conditions in Serbia was ongoing with the support of the LED. In that regard, in a mutual agreement with the Mol, the Ministry of Justice and the Ministry of Health, a Working Group for the Adjustment of the Signs and Symptoms Training Curriculum was established, with the representation of each of the above institutions. Their first meeting was held in March, with the primary task to develop training material and a training implementation plan. Besides being responsible for adjusting the training programme and working on the implementation of this project, the Working Group is also responsible for co-ordinating co-operation with other institutions and Ministries.

During the meeting, ways to develop this activity were discussed, as were current legislative obstacles. In addition, the first target group for the training courses planned for 2012 was defined.

Ensuring the sustainability of expertise among the trained Cybercrime Investigators, gained at the training developed by the University College Dublin, in co-operation with Europol, the LED drafted an ExB Project Proposal on the use of a specialized Nordic detection and surveillance software for detection of child pornography on the Internet.

In November, the LED, in co-operation with the Serbian MoI, implemented a training project on "Use of the Nordic Mule Software in the Fight against Child Pornography on the Internet for Police Services in the Western Balkans Region". A three-day regional training for twenty participants was organized for cybercrime units in police services of Albania, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia. It was delivered by a Danish expert and an expert from the Serbian MoI. The aim of the project was to strengthen the investigative capacities of cybercrime units, as well as to foster regional police co-operation in this sphere of policing. The project was funded from extra-budgetary contributions provided by the Norwegian Government.

In 2010, the LED, in co-ordination with the SPMU and the MoI, had implemented a project on regional cybercrime training. The project aimed to enhance the capacities of police officers involved in cybercrime investigations, as well as to strengthen regional cooperation among law enforcement agencies in Albania, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia. The course was academically accredited and represents the first of three proficiency levels with the Curricula developed by the University College Dublin, in co-operation with Europol. In September 2011, the LED supported the SPMU in implementing the second phase of the training titled "Using Linux as an Investigative Tool" (see also chapter 2).

In January, the LED, jointly with the management of the MoI's Financial Investigation Unit (FIU), produced a *Report on the Economic Crime Suppression Programmatic Activities*. The report comprises the lessons learned from a series of study trips to various European countries, where useful advice was gained in the area of financial intelligence, asset seizure and anti-money laundering. The final report was released as a booklet and formally adopted by the Minister's Cabinet. The 16 recommendations of this report will serve as a basis for future development of the economic crime suppression program in the Ministry of Interior. The Department, in accordance with these recommendations, organized its priorities for 2011 and 2012.

In support of the MoI to expand its capacity in fighting organized financial crime, the LED facilitated a study visit for representatives of the MoI Department for the Suppression of Organized Financial Crime to the United Kingdom in September 2011. The visited institutions were: the Serious Fraud Office (SFO), the UK's Fraud Prevention Service (CIFAS) and the Police Academy in Bramshill, where specialized training courses in money laundering investigations and corruption were introduced to the delegation. Some of the topics that were explored during the visit were SFO internal organizational structures and protocols of internal communication; the misuse of EU pre-access funds; corruption; insurance and credit card frauds; large corporate fraud and bribery. The representatives also had the opportunity to exchange experiences with their counterparts and to communicate with other Government agencies. The outcomes of the study visit were going to be presented in a comparative analysis report with recommendations that were to be used by the LED and the MoI for planning future joint activities.

Upon request from the MoI Department for Suppression of Organized Financial Crime, the Department hosted the first meeting of the International Community Forum on Economic Crime with the aim to streamline and better co-ordinate international assistance to the MoI

and thus avoid duplication and overlapping of activities. The invited stakeholders who presented their plans of programmatic activities were the CoE, ICITAP, OPDAT and UNODC. These presentations provided the MoI not only with a better overview of the planned activities in the coming period, but also a chance to get fully involved in the planning process. It was agreed that the Council of Europe would host the next meeting in late February 2012.

Conducting investigative interviewing has been recognized by the Serbian MoI as an area of policing where further development is required both in terms of building human capacities and infrastructure. During several meetings held with the high representatives of the Criminal Investigations Directorate, the Department presented the Nordic concept (KREATIVE) of training which was developed based on the PEACE model from the UK. In order to efficiently meet the needs of the MoI, the Department carried out a two phase needs assessment. The first phase encompassed an expert needs analysis that was done through a series of interviews with police investigators from relevant organizational units, such as the drugs, juvenile delinquency, homicide and burglaries units in Belgrade, Kragujevac, Novi Sad and Niš. The main objective of the analysis was to identify the current status of training in interviewing techniques within the Serbian police, to identify how a potential lack of education and training in this area affects policing and to identify potential target groups for future training. The second phase was a Workshop with relevant stakeholders from the MoI where the results of the expert needs analysis were further discussed and baselines for the future project were outlined based on the Logical Framework Approach (LFA) methodology used during the workshop. Both mentioned activities were to result in a draft project proposal in the coming period.

Following the successful results achieved in the previous regional courses on “Surveillance Techniques”, the Department organized an “Advanced Course on Covert Surveillance Techniques” for selected surveillance officers from the police services of Bosnia and Herzegovina, Croatia, Serbia and Slovenia. The course focused on new techniques such as video transmission and GPS tracking devices, GPS technology; basics of TETRA standards; automatic persons and vehicles surveillance; the integration of GPS and TETRA systems; covert surveillance in rural areas and control deliveries regarding drug matters. The course envisaged two days of practical exercises and simulation of field operations, evaluation and debriefing. It aimed to enhance both the capability of the surveillance officers to use modern covert surveillance techniques and to further transfer knowledge to fellow colleagues in their respective national units. At the same time it provided an opportunity to build and strengthen networks among participants.

Additionally, the Department facilitated a study visit for representatives of the Serbian Ministry of Interior’s Surveillance Unit and Drug Smuggling Suppression Department to Gothenburg’s Criminal Police Directorate in Sweden. The purpose of the study trip was to visit the technical support unit to study modern surveillance techniques and equipment, to learn more about controlled deliveries, operational strategies, co-operation with the International Prosecutor Office and the structure of the Drug Department in Gothenburg. The co-operation with Europol and the Nordic Liaison Officers regarding operational drug-related cases were also discussed. The study trip also created an opportunity for the Swedish and Serbian police officers to meet and share experience.

Lastly, the new *Criminal Procedure Code (CPC)*, expected to be passed by 15 January 2012, was going to introduce a new legal institution on prosecutor-led investigations, which was also to affect the role of police to a certain extent, especially in conducting investigative interviewing of suspects, witnesses, victims etc. Since some of the neighbouring countries, whose legislation is very similar to Serbia’s, had already implemented the prosecutor-led investigations, the Department facilitated a study visit to Sarajevo where representatives of the Serbian MoI and the Prosecution Service had the opportunity to meet their Bosnian

counterparts and learn more about the benefits of this institution as well as the problems encountered in the initial period of the implementation. The objective of the study visit, besides learning about the experience of the Bosnian police and prosecution authorities in implementing the prosecutor-led investigations, was to prepare mechanisms for facing obstacles that the implementation of the new CPC might cause.

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## 4.5 The OSCE Mission to Skopje

### Background

The work of the Police Development Department (PDD) of the Mission to Skopje is based on the Mission's original Mandate in Policing and on the OSCE Ministerial Council and Permanent Council Decisions stemming from the Ohrid Framework Agreement (OFA). The original Mandate called on the Mission to assist in training and in recruiting 1,000 new cadets from communities not in the majority in the population and in ensuring a phased and co-ordinated redeployment of the national Police Service to the former crisis areas.

Following completion of the above task, in 2003, the Mandate of the Department was expanded<sup>15</sup> to include assistance to the Host Country in reforming its police service to bring it up to international democratic policing practices. To this end, the PDD has been delivering and facilitating police training, supporting the development of a national Community Policing Programme, as well as providing expertise at policy planning level. In 2011, the PDD remained committed to these tasks, through addressing outstanding issues mainly related to Annex C, Paragraph 5.3 of the OFA. These include providing assistance in establishing a professional training system, technical assistance to police reform as related to the implementation of the *Law on Internal Affairs* (LoIA) and, more specifically, the decentralization process envisaged by the LoIA and relevant strategic documents<sup>16</sup>. With the increased worldwide, regional and OSCE-wide focus on emerging transnational threats, the PDD's focus in 2011 also encompassed the provision of training and expertise in the fields of combating organized crime and terrorism and improving border security.

In 2011, the activities of the PDD were divided into three main programmatic fields:

#### *Police Reform:*

- Supporting the implementation of an effective human resource management and development system;
- Assisting in sustaining reforms and building an effective police service at the decentralized level through detached police advisors (co-locators);
- Monitoring the implementation of the Law on Police and LoIA and by-laws by participating in an interagency working group.

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<sup>15</sup> Further to the signing of the OFA in 2001 and responding to the provisions set forth by its Annex C Article 5.3, the Mission and the Host Government signed a MoU outlining the specific tasks for achieving the OFA's requests in the field of police reform, including training and other technical and expert assistance. Annex 1 of the MoU specifically provides for the Mission's support in the form of police training delivery and promoting community-oriented policing practices.

<sup>16</sup> See, *inter alia*, the *Police Reform Strategy* (2004); the *Law on Police* (2006); and the *Law on Local Self-Government* (2002).

### *Community Policing:*

- Confidence-building aimed at fostering sustainable positive inter-ethnic relations among all communities and the police through forums such as LPCs and CAGs, as well as training and interaction with civil society;
- Promoting and supporting equal opportunities and rights of ethnic minorities, women and vulnerable groups;
- Advising on and strengthening of internal and external control mechanisms of the police.

### *Comprehensive Security:*

- Supporting border management and control, with a focus on internal and regional security through expert assistance;
- Supporting local, regional and international security by providing expert assistance and training in the fight against organized crime and terrorism.

An added value of the PDD remained its strong field presence throughout the country's police sectors (SIAs – Sectors for Internal Affairs), which ensured early warning and monitoring of the security and inter-ethnic situation, as well as building positive relations with local police and communities, thereby contributing to the development of a sustainable decentralized and community-oriented police service.

In 2011, the Department was faced with a significant decrease in its overall budget and number of staff, in line with the overall downsizing trend of the Mission. In 2011, the PDD reduced its overall staffing levels by 20 percent and retained 42 staff members in total - 21 international and 21 national staff members.

Early parliamentary elections took place in June 2011, a process that affected the smooth implementation of the envisaged programme activities, as both the MoIA and the Department had to devote time and manpower to ensure their effective progression. Pre-prepared action plans to address the foreseen circumstances were in place and regularly reviewed.

### *Police Reform*

2011 was marked by a continued progress toward police reform. January saw the enactment of the new *Systematization of Posts Act* introducing major organizational and functional challenges to the MoIA. The Act derives from the *Law on Internal Affairs (LoIA)*, which was adopted in 2009, and works, *inter alia*, towards streamlining police staffing levels to achieve the recommended police-population ratio of 1:300. The Act fully caters to the LoIA provisions and seeks to further strengthen the required decentralization of the Ministry structures. Under the Act, posts of all ranks are being re-advertised, sometimes in lengthy and controversial selection processes. The process led to uncertainty within the ranks of the service and had a demoralizing effect, particularly for holders of downgraded positions and/or employees who, under the new Act, lost their “police” status. This, in turn, prompted inevitable reluctance among the Police members to engage and co-operate in active project implementation. By the end of the year, many senior posts had been filled, although a significant number still remained vacant, especially at the SIA level.

Against this background, the Department made it central to support the effective implementation of the LoIA and its associated by-laws. In this respect, jointly with other members of the interagency Working Group (WG), composed of the MoIA, EU-Police Development Assistance Project (PDAP) and the US ICITAP, the PDD provided direct advisory support to the MoIA. The WG meetings focused primarily on elaborating the novelties introduced with the new systematization as well as on determining the practical challenges imposed to the Ministry and the Bureau of Public Security.

Likewise, the PDD participated in the meetings of the sub-working groups formed to facilitate implementation of the LoIA in specific areas. A separate sub-working group was created to ultimately prepare recommendations to correct identified gaps and loopholes in the LoIA and its associated by-laws. This sub-working group finalized its activities in November 2011 and a final assessment and recommendation report was prepared. This document was to serve as a preparatory tool for the future revision of the LoIA and its by-laws. The main issues addressed in the recommendations were the transparency of the human resources system, the implementation of the *Act of Systematization*, the role, position and status of training coordinators, and the need for a comprehensive analysis of the evaluation process of MoIA employees. Following the PDD's suggestion, it was expected that the same actors would continue meeting in a different format in 2012, which would allow the MoIA to continue to benefit from discussions and advice while continuing with the full implementation of the LoIA.

As a continuation of its earlier support provided to the MoIA on the part of human resources management, and in line with the WG recommendations, the PDD closely monitored the overall evaluation process of the Ministry employees. As prescribed by the LoIA, the 2010 performance evaluation was completed by the end of March 2011.

As part of the PDD's efforts to promote a transparent career system three workshops were organized for 45 mid and high-level MoIA managers on the subject of "Personal Appraisal Reports and Career Development".

A study trip to Hungary was organized under the same programme for high-level MoIA managers from the Human Resources Sector and the Central Police Services to provide participants with an overview of the best practices of the Hungarian Police Human Resources Management System, as well as with a review of its career development and disciplinary procedures. The visits were expected to facilitate the drafting of a new by-law to assist the implementation of the latest amendments to the *Law on Personal Data Protection*.

As a follow-up to the study tour, a two-day training seminar was organized to support the development of the MoIA's human resources system, with a focus on disciplinary procedures. The seminar gathered 90 participants: top and mid-level managers in the MoIA, representatives from the Hungarian National Police and representatives from the international organizations in the Host Country (EU, ICITAP and OSCE). This activity served as a platform for the discussion and elaboration of disciplinary procedures, and the exchange of lessons learned. It also supported the participants to acquire new skills to develop clear, transparent and objective disciplinary procedures. Subsequently, the MoIA issued a standardized document on its disciplinary procedures, which can serve as a guideline.

In order to help high-ranking MoIA officials to build their leadership and strategic capacities, the PDD also organized a tailor-made "Management Training" for 19 senior officials including the Heads of all SIA's and Border Police. Participants enhanced their knowledge of strategic planning and policy creation in order to envisage a modern system of human and material resources management.

### Police Training

This programme continued to focus on building up further professionalization of the MoIA staff. Capacity-building activities have been developed to help support the sustainability of the established training structure at centralized and decentralized level, as well as to improve the managerial skills of MoIA mid-level structures. Envisaged tasks included monitoring and evaluation activities, as well as targeted training courses, workshops, and study visits, using modern training methods and curricula. Overall, 207 police officers were trained in the courses organized or otherwise supported by the PDD in 2011.



The PDD, together with the French Embassy in Skopje, also organized several innovative training courses for the MoIA's Special Units Department (SUD) in the area of maintaining security and restoring peace and order. Several French experts from DCCRS<sup>17</sup> provided expertise to strengthen the SUD's structure and performance capacity. Through this support, 21 RDU employees were trained on "Maintaining Security by Handling Armed Offenders in a Crowd" and 30 employees of the SUD were trained on "Techniques and Tactics for Maintaining and Restoring Public Peace and Order". Additionally, the PDD supported a training and equipment needs assessment for the SUD for 2012, carried out by two experts from the Austrian National Police.

During the year, the PDD was also requested by the MoIA to provide financial and technical support to the implementation of the training course on the new *Law on Criminal Procedures* (LCP) in accordance with the MoIA's plan of implementation. The new LCP has been part of the government's multiyear judicial reform strategy and it has significantly changed the way in which police officers are supposed to conduct their work. As a result, 7,290 police officers needed to be trained on the changes brought about by the new law until mid 2012<sup>18</sup>. In 2012, the PDD was going to continue to support the implementation of the training courses on the LCP at the central level and to monitor the LCP's implementation at the decentralized level.

As identified by the working group (WG) on the implementation of the LoIA, and advocated by the PDD, there has been a strong need for the MoIA to adopt a *Training Strategy*. Based on this recommendation, a sub-WG was set up to develop it. The sub-WG consisted of six representatives from relevant MoIA departments, as well as two representatives of international organizations (ICITAP and OSCE). The WG drafted a *Training Strategy* that aims to ensure an efficient, streamlined and co-ordinated, centralized and decentralized training system for all MoIA employees. The first draft of the *Strategy* was finalized in mid-December and distributed to relevant MoIA officials and international community representatives, expected to be approved in early 2012.

2011 saw some activity in the area of training at the decentralized (or SIA) level. Since 2010, each of the eight regions within the country has had a dedicated training room equipped with the assistance of ICITAP and the OSCE. However, due to the systemization process the status of trainers and their position within the police became unclear with a marked reduction in decentralized training activities. Regardless of the problem, regional training courses took place and were monitored by Police Advisers which included: first aid training, tachograph training, drugs identification, and election monitoring.

The PDD also supported a number of study visits for MoIA personnel in 2011.

4,000 copies of the *Basic Drug Awareness Booklet* (first designed in 2003) were printed to increase the police capacity to effectively identify illegal drugs and psychotropic substances. Some 2,000 copies were disseminated in the first quarter of the year to Regional Training Co-ordinators and Heads of Prevention to be further distributed to police staff that had completed a course on "Drug Identification and Awareness".

The Department also monitored the delivery of the "Election Security Training" to more than 5,000 police officers country-wide. To supplement the training, a PDD-sponsored pocket size *Manual on Election Security* was distributed to some 6,000 police officers prior to Election Day.

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<sup>17</sup> Direction Centrale des Compagnies Republicaines de Securite (Directorate General of the Republican Security Companies; i.e. French riot control forces).

<sup>18</sup> However, there is a chance that the date of full implementation of the new LCP may be changed, which would also change the PDD's training delivery plan.

### Community Policing

The PDD's Community Development Division's plan of activities in 2011 set out to support the MoIA in strengthening the newly established prevention structure within the MoIA and to further promote and develop community policing practices at a decentralized level in an effort to continuously improve police-public relations and build on the successes of previous years' work in the field of community policing.

One of the main added values of the co-located staff remained quick and precise monitoring of the security situation country-wide, in co-operation with the Mission's Monitoring Unit.

In 2011, work continued to assist in further developing the OSCE-instituted community policing mechanisms – Citizen Advisory Groups (CAG) and Local Prevention Councils (LPC). Throughout 2011, the PDD attended a total of 73 CAG meetings and 19 LPC meetings. In parallel to supporting the development of local ownership of CAGs, work continued to help establish LPCs in the four remaining municipalities in the Debar and Skopje regions. At the end of the year, there was only one municipality in the country remaining without an established LPC.

A new PDD-designed opinion survey was administered to mayors across the country as part of the initiative to help strengthen the capacities of the existing community policing mechanisms. The outcome of the survey indicated that there was vast support by mayors for the activities of the Police Prevention Units.

Working at the local level, the PDD Community Police Advisers continued to perform critical outreach and help attain sustainability of community policing mechanisms at the decentralized level. Small grants for local Police-initiated projects in the field of prevention - called *Regional Action Plans* - were provided to national police counterparts, and aimed to support finding local solutions to local problems.

The PDD continued to broaden support for awareness raising programmes. To support the year-round national media campaign against gun violence & promoting surrender and legalization of weapons, promotional material was developed and distributed to the public during the initial months of 2011. Co-ordination activities with the MoIA and a Skopje-based NGO continued to raise further awareness against gun violence. The MoIA year-long action for voluntary surrender and legalization of weapons proved insufficient with only 300 requests for weapons legalization being submitted and some 26 weapons surrendered.

Co-ordination activities with local (Police and Local Self-Government) authorities and fellow Mission Departments were seeking innovative ways to respond to the growing trend of juvenile delinquency across the country. Supported by the PDD, policing regions were co-operating with local schools to combat youth crime, school-related violence and teenage alcohol projects. A school violence project developed in the Kumanovo region was hailed as a triumph. It has been seen as a model for other regions and was hoped to be introduced in 2012 in the rest of the country. The project brings together schools, LPCs, parents and other actors in the community in a multi-agency and systematic approach to tackle the rising problem of juvenile violence.

Awareness raising activities also supported campaigns on safe graduation parties, child traffic safety, petty and seasonal crime, domestic violence and election security.

In October and November, the PDD, in partnership with the MoIA and the Ministry of Labour and Social Policy, ran three regional workshops aimed at assisting children on the street. The project was a follow-on activity from 2010 aimed at promoting the social inclusion of the Roma community, raising police awareness of Roma-specific safety issues, and introducing a multi-agency approach to the problem of children on the street. The Mission produced a

guidance procedures manual for participants to act as an “aide memoir” for their activities when dealing with children on the street.

The PDD also continued its activities of the previous year aimed at encouraging accountable and transparent internal oversight mechanisms of the police, as reducing the level of corruption within the police will contribute to improving citizens’ trust in the police, and sustaining professional behaviour and standards within the Ministry. In co-operation with the MoIA and ICITAP, a regional conference on “Improving Best Practices and Regional Co-operation in the Field of Internal Control” was organized. Some 50 experts from nine countries in the region shared best practices and discussed ways to strengthen cross-border co-operation of the internal control services.

Following the death of a student, apparently at the hands of a special unit police officer during election celebrations, the MoIA received a great deal of criticism about the way in which it handled the subsequent media coverage of the event. With the assistance of the PDD, a three-day workshop on “Police-Media Relations” was held in order to assist the MoIA in advancing its performance capacities in this field and improve relations with the media. Activities in this sphere were planned to continue in 2012.

Other activities of the Community Policing Assistance Programme addressed issues, such as: promoting diversity awareness among police members; strengthening police managerial capacities; crime analysis; and police-gender balance.

### Combating Organized Crime

This programme centred on supporting the MoIA’s Centre for Suppression of Organized and Serious Crime (CSOSC) in strengthening its capacities for prevention and detection of organized crime activities. Logistical and technical support was regularly provided for organizing and delivering specialized and advanced in-service training courses in the field of organized crime.

The PDD supported the MoIA’s CSOSC, the Bureau for Security and Counterintelligence and the Bureau for Public Security by providing expert assistance in developing SOPs for organized crime; delivering training on cybercrime as well as organizing study trips in the area of surveillance. Support was also provided in the area of crime intelligence and the effective fight against terrorism.

The PDD supported a two-week training course in Turkey for 12 law enforcement officers. The aim was to develop skills in crime intelligence and update knowledge on financing of organized crime groups. As a follow-up, the PDD supported the visit of a Turkish expert to Skopje to train eight members of the MoIA’s Crime Intelligence Unit on crime intelligence analysis. The trainings provided the MoIA with the capacity to create a National Crime Intelligence Database. This project was planned to continue in 2012.

Under the programme, the PDD also supported the MoIA’s Special Units Department and the Administration for Security and Counterintelligence (ASC)<sup>19</sup> by providing targeted and highly specialized training courses in the areas of preventive measures and special investigative techniques for the effective fight against terrorism.

The PDD organized a cybercrime training on “Evidence Recovery from Live Computer” in Skopje for 14 participants from the Administration for Security and Counterintelligence and the MoIA.

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<sup>19</sup> ASC is a division of the “Bureau for Security and Counterintelligence” which is the main body in the Ministry of Interior to deal with terrorism threats.

In order to promote the respect for human rights during police operations, the PDD supported the implementation of the training “Countering Terrorism, Protecting Human Rights” organized by ODIHR for 22 senior ASC and other MoIA officials. The goal of this training was to ensure that counter-terrorism measures and strategies are developed and implemented in accordance with OSCE commitments and international human rights obligations. The same participants also took part in a two-day advanced “Human Rights and Anti-Terrorism” training as a continuation of the previous’ year’s project activities.

The Rule of Law Department organized a roundtable on “Strengthening the Capacities of the National Rapporteur for Combating Trafficking in Human Beings and Illegal Migration”, which was held on 9-10 December. It was attended by the National Rapporteur himself and 15 representatives of the relevant stakeholders involved in combating human trafficking, including representatives of the National Anti-Trafficking Commission, the National Referral Mechanism, law enforcement officials, prosecutors and the NGO La Strada.

The Rule of Law Department also developed a publication on the *Methodology for Work and Template Report for the National Rapporteur on THB*.

The year brought to the fore both the issue of illegal immigrants transiting through the county and illegal migration by citizens of the Host Country seeking asylum in foreign countries. In the Kumanovo/Lipkovo region in the North of the country, large numbers of migrants, in particular from the Middle East and Asia, were seen to congregate in an attempt to cross the border to Serbia for onward transit to the EU and the USA. Next to addressing this issue at the local level through monitoring and advising, the PDD also focused on policy support. The Mission has raised the initiative of establishing a working group with relevant international and national stakeholders to work on finding possible solutions for the illegal migration issue in the Host Country and in the region.

In relation to migration of the Host Country’s citizens, large numbers of predominantly Roma people seeking asylum were reported to have been turned away from European countries, which threatened to disrupt the current visa-free regime with the EU. This issue was dealt with at the local level through advising and assisting with arranging LPCs and other awareness-raising activities as part of a national strategy to deal with visa-liberalization abuse. The PDD also participated in an internal Mission WG in order to co-ordinate the Mission’s policy when dealing with this issue.

### Effective Border Management

The beginning of 2011 saw the entering into force of the new *Law on Border Control* and the PDD contributed by providing advice and support in its full and proper implementation. 2011 also saw the launching of a Mobile Patrol Unit, a support and co-operation centre being opened between Bulgaria and the Host Country, and the ratification of an agreement with Serbia allowing citizens of both countries to travel with biometrical ID cards.

The PDD undertook a number of capacity-building activities related to effective border management. These included strengthening the capacity of the MoIA to implement the in-service training structure; supporting the implementation of the new *Act of Systematization* with regard to the appointment of the Training Co-ordinators for each Regional Centre for Border Affairs; promoting the role of the Training Co-ordinators; and investing resources in the further professional development of Training Co-ordinators. Additionally, support was provided to strengthening the capacity of the Sector for Border Affairs and Migration in initiating and effectuating disciplinary procedures. Finally, the professional development of the border police personnel was strengthened through a study visit on management training to the OSCE Border Management Staff College in Tajikistan.

The PDD also regularly attended Regional Cross Border Co-ordination Meetings between the Border Police officials from the Host Country and the Border Police officials from Kosovo<sup>20</sup>. These meetings served as a forum for discussing a variety of relevant practical issues, including: the increasing tendency of illegal migration; the withdrawal of KFOR from the border; the introduction of joint patrols between the Host Country's border officers and Kosovo Border Police; the decrease of the KFOR contingent in Kosovo and the impact of this on the overall security situation; incidents in the North of Kosovo on the border with Serbia; possible threats of violence as well as the potential of a spill-over at the border with the Host Country.

Additionally, the PDD provided support to the OS/Borders Team in its research on the assessment of the Ohrid Border Process<sup>21</sup> Historic Review.

### Co-operation with other Missions and Partner Organizations

The PDD kept regular contacts with all other Departments of the Mission, with the Secretariat, as well as with OSCE partner organizations and foreign diplomatic representations in the Host Country.

The Department also co-ordinated with other international partners to avoid the overlap of activities (EU-PDAP, US ICITAP, and foreign Embassies in the country).

The Department facilitated the organization of a capacity-building study visit to Turkey in co-operation with the Turkish Police and TADOC.

A number of cross-border co-ordination meetings were attended with representatives of the Kosovo Border and Boundary Police and the Host Country's Border Police.

At the decentralized level, co-operation was established with the Red Cross and UNICEF (Roma-safety project; and liaison on the school violence project and the *National Strategy on School Violence*).

Co-operation with external partners was set to continue in 2012, especially with the Turkish MoIA. It was expected that the co-operation established in 2011 with the Austrian and French Embassies would lead to further fruitful projects. As always, the international community, especially the so-called group of "Principals" (which next to the OSCE includes the EU, NATO and the USA) was expected to continue to play an active role in the country and therefore, the PDD was going to continue to foster relationships and co-ordinate activities with them.

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<sup>20</sup> All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

<sup>21</sup> The Ohrid Border Process on Border Security and Management is a joint effort by the five countries of the Western Balkan region, the EU, the OSCE, NATO and the Stability Pact to address the issues of border management and security, and has been ongoing since 2003.

## EASTERN EUROPE

### **4.6 The OSCE Mission to Moldova**

#### Background

The Mission's involvement with the police service in Moldova and support for capacity-building continued in 2011, including the provision of assistance and advice in relation to the development of police reform, combating trafficking in human beings and dealing with domestic violence.

Mission efforts to further the development of co-operation between the law enforcement bodies of both parties in the framework of confidence building measures related to the Transdnistria conflict settlement process were hampered by the negative approach of the Transdnistrian side to joint activities with their Moldovan counterparts. However, co-operation between the Moldovan Police and Transdnistrian Militia continued on the basis of agreements reached during 2009 and 2010 which had been facilitated by the OSCE.

#### Support to Transdnistria Conflict Settlement

During 2011, the Moldovan Police and Transdnistrian Militia continued to exchange operational information on serious crimes and co-operated in the search for and detention of wanted persons. Despite encouragement from the Mission there were no meetings of the Joint/Expert Working Group on Law Enforcement Co-operation during the year. However, senior representatives of law enforcement bodies of the sides met together during a Mission conference on "Wider Confidence Building Measures in the Framework of the Transdnistrian Conflict Settlement Process", which was held in Germany in September with the support of the OSCE Chairmanship-in-Office and the German Government.

The OSCE Mission planned a joint law enforcement workshop in Odessa on 29-30 June for Moldovan police and Transdnistrian militia officers. Experts from the SPMU assisted with the planning and agreed to take part. The topics for the workshop were crimes against children, including sexual exploitation and juvenile crime and delinquency. The workshop was designed as an information sharing and capacity-building event in support of confidence building measures. Unfortunately, the Transdnistrian *de facto* authorities refused to participate. The workshop was therefore held in a modified form in Chisinau on 29 June for the Moldovan officials and NGOs with discussions led by two SPMU experts (see below).

#### Social Re-integration of Ex Officers and Warrant Officers of the Carabinieri

The Mission's project for the social re-integration of ex military officers and warrant officers of the National Army, Carabinieri and Border Guard Service of Moldova continued in 2011. The project, funded by Sweden and the United States, assists ex military personnel to gain worthwhile civilian employment and supports the re-structuring and re-organization as part of the security sector reform. Participation in the scheme was offered to analogous Transdnistrian structures as a confidence and security building measure, but the response was negative in 2011.

### Police Reform

During the reporting period, the Mission continued to take part in consultations amongst the international representatives in Chisinau on matters related to police reform in Moldova.

On 17-18 February, the Senior Police Adviser to the Secretary General and SPMU's Police Adviser on Anti-Trafficking visited Moldova. Meetings were held with the Minister of Internal Affairs, the Deputy Ministers responsible for policing and the Carabinieri, the EU High Level Policy Adviser to the Ministry of Internal Affairs, senior officials from the Ministry of Foreign Affairs and European Integration, representatives of the EU Delegation to Moldova and local NGOs. Discussions focused on the on-going reform process within the Ministry of Internal Affairs and on anti-trafficking issues.

On 16 June, the Moldovan Government approved an *Action Plan on Reforming the Ministry of Internal Affairs* to ensure the improvement of the institutional, organizational and functional framework of the Ministry. The plan is aimed at fulfilling the commitments assumed as part of the national programme for implementing the *Moldova-EU Visa Liberalization Action Plan*.

The Mission also supported the attendance of Moldovan police officers and officials from the Ministry of Internal Affairs at capacity-building events in and outside Moldova.

Representatives from the Ministry of Internal Affairs attended roundtables, organized by the Mission in co-operation with the Prosecutor General's Office within the framework of the Mission's ExB project on Support for the Prosecution Service Reform and Capacity Building. Roundtables were held on 19 April to discuss the division of competencies and responsibility between prosecutors and police officers in carrying out operative investigative measures, and on 12 October to discuss optimization of the criminal procedure.

### Anti Trafficking and Gender

The Mission's Anti Trafficking and Gender Officer held monthly technical co-ordination meetings for international and local officials and NGOs involved in the wider effort to combat THB and domestic violence in Moldova. The meetings were held in Chisinau and other locations, including Transdnistria. Local and District level police officials took part in these meetings.

On 29 June, the Mission moderated a session on "Child Victims of Trafficking and Exploitation" as part of a workshop on "Crimes against Children, Juvenile Crimes and Delinquency". The workshop was part of the Mission's Confidence and Security Building Measures and was conducted by the Conflict Prevention and Resolution Programme in co-operation with the Anti-Trafficking and Gender Programme and the SPMU. The session highlighted children's rights during police investigations of trafficking, sexual exploitation and cybercrime. Law enforcement agencies, the Ministries of Justice, Education and Labour, Social Protection and the Family, EUBAM and NGOs participated in the workshop.

From 31 October to 2 November, the Mission facilitated a visit to Moldova of the OSCE SR/CTHB, who met with the Ministry of Foreign Affairs and European Integration, the Ministry of Labour, Social Protection and Family, the Ministry of Internal Affairs and its Centre for Combating Trafficking in Persons, the Office of the Prosecutor General, UN agencies and NGOs from both sides of the Nistru/Dniestr river.

On 14-18 November, the Mission supported the participation of the director and two other police investigators of the Centre for Combating Trafficking in Persons in a study visit to the UK on combating the sexual exploitation of children on the Internet. The visit was organized in co-operation with the SPMU and the office of the OSCE Project Co-ordinator in Ukraine.

### Domestic Violence

Between 10 and 31 May, the Mission conducted four training seminars on “Combating Domestic Violence” for judges, prosecutors, lawyers and police officers. The seminars focused on the human rights of victims and the legal mechanisms and best practices, which ensure their protection and the prosecution of offenders. Cases from Moldova and the case law of the European Court of Human Rights on domestic violence were part of the programme. The seminars were conducted in partnership with the National Institute of Justice and prominent local legal experts, psychologists, and social workers.

On 12-13 December, the Mission conducted a training-of-trainers seminar for 25 judges, prosecutors, police officers and lawyers on best practices of implementing protection orders in domestic violence cases. Course participants learned about good practices and how to improve multi-agency co-operation in solving cases of domestic violence.

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## **4.7 The OSCE Project Co-ordinator in Ukraine**

### Background

The OSCE Project Co-ordinator in Ukraine (OSCE PCU) acts according to the MoU between the OSCE and the Government of Ukraine of 19 July 1999. The aim of this co-operation is to support Ukraine in adapting legislation, structures and processes to the requirements of a modern democracy. This co-operation focuses 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 and Cross-Dimensional 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 change as required by projects. In 2011, the total number of international staff funded under the Unified Budget was three.

### Trafficking in Human Beings

In the framework of the implementation of its anti-human trafficking projects, the PCU supported a working group that included representatives from the national law enforcement authorities in order to finalize the drafting of the national *Law on Combating Trafficking in Human Beings*. As a result of these efforts, the law was approved by the Ukrainian Parliament on 20 September 2011. *Inter alia*, the law provides a solid foundation for the development of the National Referral Mechanism (NRM) for the identification and rehabilitation of human trafficking victims.

In order to enhance cross-border operative capabilities of the law enforcement authorities, the PCU facilitated the provision of English language courses for the specialized Department for Combating Cybercrime and Trafficking in Human Beings of the Ukrainian Ministry of



Interior (Mol), and the provision of certified translation of legal documents exchanged in the frame of mutual legal assistance procedures in such transnational cases.

On 20-21 June, the PCU supported the participation of representatives from the Ukrainian Mol, Security Service and State Border Guard Service in the Alliance Against Trafficking in Persons “Preventing Trafficking in Human Beings for Labour Exploitation: Decent Work and Social Justice” organized by the OSR/CTHB in Vienna. In addition, the PCU supported the participation of representatives from the Ukrainian Mol, Security Service and State Financial Monitoring Service in the Alliance against Trafficking in Persons Expert Seminar “Leveraging Anti-Money Laundering Regimes to Combat Human Trafficking” held on 3-4 October by the OSR/CTHB in Vienna (see also chapter 3.5).

In order to prevent an increase of human trafficking in the context of the upcoming EURO-2012 football tournament, which Ukraine was going to co-host with Poland, the PCU, in co-operation with the SPMU, facilitated a working meeting on 22 June between representatives of the Austrian police and Ukrainian law enforcement in Vienna, focusing on tactics, tools and mechanisms for the implementation of anti-trafficking policing in cases of massive short-term migration (see also chapter 2).

As law enforcement agencies play an important role in the identification of trafficked persons and their referral for further assistance, the PCU partners with the Ukrainian Mol, Security Service and State Border Guard Service in the development of a state-led National Referral Mechanism (NRM) in Ukraine. In June, two site visits to the NRM pilot regions were conducted (Donetsk, 6-10 June; and Chernivtsi, 14-17 June) to monitor the progress and provide recommendations for the selection of the NRM model to be multiplied nationwide.

Capacity-building efforts undertaken by the PCU strengthened the understanding of human trafficking among governmental actors, both at the central and local levels, focusing on their roles in assistance to victims of this crime. Good practices of other OSCE States were also studied by key national and regional NRM stakeholders during a visit to Serbia organized with the support from the OSCE Mission there. Hands-on experience and lessons learned from Serbian counterparts allowed Ukrainian experts, including representatives from the Department for Combating Cybercrime and Trafficking in Human Beings, to critically assess and re-adjust piloted NRM models. In 2011, the NRM pilot project in the two regions of Ukraine resulted in the identification of 49 victims of trafficking and 289 presumed victims of trafficking who were assisted by respective governmental authorities in co-operation with local NGOs.

In the framework of the development of a state-led NRM, the PCU trained over 1,250 representatives from social services, educational and health care institutions and law enforcement bodies on assistance to trafficking victims. Comprehensive training programmes for NRM stakeholders developed and tested in Chernivtsi and Donetsk pilot regions will serve as a basis for the national in-service training. In the framework of the all-Ukrainian social project “Let’s Do It Together”, the PCU implemented an anti-trafficking awareness raising campaign focused on outdoor advertising in public transport in the cities of Donetsk, Kharkiv, Kiev and Lviv, where the EURO 2012 football matches were to be held. The advertisements featured, *inter alia*, the hotline numbers of local anti-trafficking police units.

### Domestic Violence

In order to assist national authorities in addressing the issue of domestic violence, the PCU facilitated the development of a comprehensive manual on *Corrective Work with Domestic Violence Perpetrators* and the finalization of a specialized course on combating domestic violence for cadets (future precinct police officers).

Following the piloting of the specialized police training course on combating domestic violence, the PCU, in co-operation with the MoI, finalized and published 800 copies of the course to be used in the Ministry's educational institutions. In order to improve police officers' skills in dealing with domestic violence perpetrators and victims, the PCU established two interactive training rooms in the National Academy of the Interior Ministry (Kiev) and the Lviv State University of the Interior Ministry to be used as training facilities to stage real life domestic violence scenarios. To ensure effective functioning of the newly equipped interactive training rooms the PCU, in November, supported a two-day working meeting for representatives of the MoI, its educational institutions and regional precinct police divisions.

### Cybercrime

Upon request from the MoI, the PCU extended its co-operation with the Department for Combating Cybercrimes and Trafficking in Human Beings in order to reduce ICT-facilitated crimes related to trafficking in human beings. In co-operation with the SPMU, the PCU facilitated training and equipment needs assessment for the Department, which was presented at a roundtable in October. Following the recommendations of the needs assessment, the PCU provided the equipment for the staff of the Department.

The PCU also supported the participation of representatives from the Ukrainian MoI, Security Service and Prosecutor General's Office in the SPMU-organized Training Seminar "Investigation and Prosecution of Sexual Abuse of Children on the Internet", held in Vilnius on 24-27 May.

In November, the PCU also supported the participation of MoI experts in the SPMU-organized meetings with anti-cybercrime, anti-trafficking and victim protection authorities in the UK (see also chapter 2).

## **SOUTH CAUCASUS**

### **4.8 The OSCE Office in Baku**

#### **Background**

The Police Assistance Programme (PAP) 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 PAP, further activities, programmes and projects have been implemented, and the Office succeeded to maintain the amount of resources devoted to police assistance. 2011 saw three international police advisers working within the Pol-Mil unit with focus on the community policing project. Police advisers ended their work in the regions. In the future they will monitor the activities from the Office in Baku.

#### **Community Policing**

Consistent with the OSCE visits conducted at the end of 2010 and following consultations with the Ministry of Internal Affairs of the Republic of Azerbaijan, the Office developed a project that aimed at facilitating the effective introduction of modern community policing practices by three Community Policing Advisers of the Office in ten project sites (Ganja, Gazakh, Guba, Khachmaz, Mingechevir, Narimanov district of Baku, Shabran, Shirvan, Tar-Tar, and Yevlakh) of Azerbaijan.

Throughout the year, activities included regular meetings and a number of initiatives of the OSCE Community Policing Advisers with the police leadership, police officers, other municipal authorities, school teachers and children, and various sections of civil society, convening, for instance in Community Advisory Groups (CAGs). The school policing component of community policing introduces local neighbourhood Police into the schools, and allows for presentations by Police on the dangers of drug usage, personal and family security, and traffic and general safety.

On 13 January, the Office met with the Head of the Public Order Department of the Ministry of Internal Affairs of the Nakhchivan Autonomous Republic (NAR) and the Head of Nakhchivan City Police Department. Participants at the meeting discussed the results of community policing activities and possible future projects. This was the final meeting before the conclusion of the resident Community Policing Police Adviser's tenure in NAR upon the request conveyed by the Minister of Internal Affairs of the Autonomous Republic on 13 December 2010.

From 20-27 February, the Office facilitated a study visit of five senior Azerbaijani police officers to Germany. The Office organized this visit in co-operation with the Ministry of Interior of the Federal State of Saxony-Anhalt of Germany. The representatives of the Azerbaijani Ministry of Internal Affairs received extensive briefings on the structure of the police service and criminal prevention facilities in the city of Magdeburg. The participants also met with their respective counterparts and learned about the implementation of community policing principles in Germany. During the visit, the delegation's interest focused

on topics related to crime prevention, police-media relations and other effective tools to build reliable police-public partnerships.

On 15-18 March 2011, the Office hosted an OSCE team assessing the Community Policing Project in Azerbaijan. The assessment team visited four project sites in Azerbaijan and the Ministry of Internal Affairs and met all relevant stakeholders of the project. The team aimed to measure the achievements of the Community Policing Project since 2006 and to produce a report with the recommendations for further follow-up (see also chapter 2).

On 9-10 June, the Office facilitated the “International Conference on Community Policing in Azerbaijan”. The Conference brought together senior Azerbaijani police management, Government agencies, civil society and international experts from Estonia, Germany, Ireland and Serbia to present the good practices of community policing in crime prevention and share the development and perspectives of community policing in Azerbaijan. During the Conference, a report on the findings and recommendations of the Community Policing Project Assessment was presented by an SPMU representative and discussed with the participants.

On 30 June, the Office organized the celebration of the Police Open Day in Mingechevir. This annual event was established in close collaboration of the Office, Ministry of Internal Affairs and local Executive Authorities. It has been a part of the Community Policing Project activities since 2006, and has become a major community-wide event.

On 2 July, the Office participated in celebrations related to the Azerbaijani Day of Police in Shabran. Within the frame of the official ceremony the Office discussed issues related to the support of law enforcement in the region with the Governor and representatives of the Ministries of Internal Affairs and National Security and agreed on future co-operation in the field of community policing in Azerbaijan.

On 19-30 September, the Office, in co-operation with the Turkish National Police, organized a two-week training-of-trainers course in Ankara. The Office facilitated the participation of nine, high-ranking police officers at the course which focused on supporting the development of community policing in Azerbaijan. The purpose of this course was to increase the conceptual knowledge as well as the practical skills of police officers, who are involved in community policing and who will assume the role of community policing trainers and mentors.

### Police Education

In 2011, the Office actively co-operated with the Police Academy on matters related to police training.

On 27 April, the Office attended a conference on the topic of “Pressing Problems of the Criminological Research in Crime.” Professors, scientists, researchers, practitioners and students of the Police Academy attended the conference. The speakers from the Academy of Justice, Baku State University, Gafgaz University and the Police Academy provided presentations on the topics of “Criminal Law and Criminology”, “Prevention of Crime and Number of Pressing Issues of Criminology as a Science”, “Globalization and Aspects of Criminology”, as well as “Cumulative Crime and Specifics of Criminology”. Interactive discussions and an exchange of opinions and recommendations followed the presentations.

### Public Assembly Management

From 21-27 March, the Office facilitated a study visit of five senior police officers to Germany. The study visit was organized in co-operation with the MoI of the Federal State of Schleswig-Holstein of Germany, and focused on public assembly management issues. The representatives of the Azerbaijani Ministry of Internal Affairs were given extensive briefings on the structure of the police service and prevention facilities in the city of Lübeck. Participants met with their respective counterparts and learned about modern public assembly management principles in Germany. During the visit, the delegation observed and monitored police actions during public demonstrations scheduled to take place in Lübeck city.

On 2 April, six representatives of the Office and six additional German police officers visiting Azerbaijan on mission observed a demonstration called by the Public Chamber in the centre of Baku (for more information see Spot Report SEC.FR/169/11 of 5 April 2011). The authorities declined the Chamber's advance notification, prevented the demonstration and detained demonstrators. The Office observed the activities of the police and demonstrators during the protest action; and subsequently tracked the court cases of detained demonstrators and of arrested organizers of upcoming protests.

From 4-15 April, the Office conducted extensive theoretical and practical training courses in Public Assembly Management (PAM) to units of the police in Guba city. More than 70 middle-ranking police officers participated in the training course conducted by the six police trainers from Germany. The course included instructions regarding the most up-to-date international best practices in the role of police in PAM to ensure a measured, proportional response consistent with OSCE commitments, as well as the Constitution and laws of Azerbaijan.

### Gender-related Issues

On 6 December, the Office, through its implementing partner, Azerbaijan Gender Association Symmetry, organized a workshop in the Shabran region within a project on gender mainstreaming in police services. The workshop brought together representatives from the police of the neighbouring regions. Participants discussed how to ensure greater involvement of women in policing. Discussions aimed at raising the understanding among police officials about the tangible benefits of the presence of female officers in law enforcement agencies.

On 14 December, the Office organized the second workshop on "Gender Mainstreaming in Policing" at the Police Academy. The Office's representatives and the implementing partner elaborated on principles of gender mainstreaming and enabled participants to engage in initial discussions on the gaps existing in their institution's mechanisms that hamper gender balance in policing and about the need for corrective action. The implementing partner continued the discussions with case studies, which provided best practices from other OSCE participating States, with a special focus on domestic violence and the role of female police officers in the prevention and investigation of domestic violence.

### Corruption

On 19 February, the Office participated in a public debate on corruption in the law enforcement sector that was organized by the Centre for Economic and Political Research and the Anti-Corruption Information and Cooperation Network of Azerbaijan's National NGOs.

### Counter-terrorism

On 16-18 March 2011, the Office facilitated the participation of Azerbaijani Government officials from the Ministries of Foreign Affairs and National Security in a Symposium on "Strengthening the Response to Terrorism by Addressing Connections with Related Criminal Activities" held by UNODC in Vienna. Officials also met representatives of the ATU and the SPMU to discuss various programmes and activities to be implemented in Azerbaijan in 2011.

On 17 June, the Office participated in the "Chemical, Biological, Radiological and Nuclear (CBRN) Awareness Seminar". This seminar was organized by the OSCE Secretariat in co-operation with the external partner, Hotzone Solutions Group, which is an international training and consulting company founded by a group of former military and civilian nuclear, biological and chemical defence officers, inspection team leaders and weapon inspectors. The participants of the seminar were introduced to the topic of CBRN and provided an overview on how to analyze and manage CBRN-related threats and risks.

From 9-11 December, the Office attended the third "International Symposium on Terrorism and Transnational Crime" in Antalya, Turkey. The International Centre for Terrorism and Transnational Crime (UTSAM) at the Turkish National Police Academy organized this conference with the support of the Promotion Fund of the Prime Minister's Office, the Ministry of Interior of Turkey, the General Directorate of the TNP, and the OSCE. During the panel, which was devoted to the role of community policing to prevent violent extremism and radicalization that lead to terrorism, the speakers shared their experiences in both operational and training fields and participants discussed the practical steps for preventing radicalization and the use of community policing.

### Cyber Security/Cybercrime

On 6-7 October, the Office organized a National Expert Conference on "Tackling Cybercrime - A Key Challenge to Comprehensive Cyber-Security". The ATU and SPMU, the Academy of Public Administration under the President of the Republic of Azerbaijan, and the Council of Europe's Office in Azerbaijan supported this event. More than 80 representatives of relevant state agencies of Azerbaijan, international experts from embassies, international organizations, the industry and internet providers operating in Azerbaijan, attended the conference. Attendees discussed the legal framework for prosecuting cybercrime cases, international conventions, standards and best practices on criminal and procedural laws as well as relevant human rights considerations.

On 13-14 December, the Office attended and delivered the keynote address at the opening of a Council of Europe seminar on cyber-legislation. The European Union sponsored the event, which included representatives from five Eastern Partnership countries. The Office presented results of the OSCE's work on combating cybercrime and touched on results of the Office's international workshops on cyber-security and cybercrime in September 2010 and October 2011.

### Trafficking in Human Beings

On 15 February, the Office participated in the eighth steering committee meeting organized by the ILO. During the meeting participants discussed issues related to the law enforcement training curriculum to be prepared by the IOM in consultation with the Office; and the regional conference on "Human Trafficking and Forced Labour" to be organized in Tbilisi in May 2011. The Ministry of Education, Ministry of Labour and Social Protection of Population, and Trade Union representatives also attended the meeting.

On 15 February, the Office met with an organized crime expert from the “Heroin Route II” Mission of the International Centre for Migration Policy Development (ICMPD). The objective of the meeting was to discuss Azerbaijan’s situation regarding human trafficking and to share information on the fight against THB and forced labour, including the Office’s activities.

On 16 February, the Office participated in the Presentation of *the ILO Handbook on Labour Inspectorates*. The Handbook is part of the EU funded regional project “Strengthening the Comprehensive Anti-trafficking Response in Armenia, Azerbaijan and Georgia” led by the ILO, in partnership with the ICMPD, IOM and the OSCE Offices in Baku and Yerevan. Following the presentation, the Office met with the ILO to co-ordinate joint activities pertaining to human trafficking and forced labour, the Office’s engagement in the consortium of international organizations in combining the efforts to fight against human trafficking and forced labour was scheduled to begin in 2012.

On 18-19 April, the Office, in close co-operation with the SPMU, the Hungarian National Bureau of Investigation, the IOM and the Anti-Trafficking Unit of the Ministry of Internal Affairs organized a two-day workshop in Ganja. The purpose of the event was to sensitize law enforcement and other state agencies of the cities of Ganja, Goranboy and Shamkir on issues related to combating THB and forced labour. Discussion also included the role of front-line officers in identifying victims of trafficking and prosecuting the crime of trafficking. The event was part of a series of workshops being undertaken in the framework of a comprehensive programme to assist the Government of Azerbaijan in implementing the *National Action Plan to Fight against Trafficking in Human Beings*.

On 27-28 April, the Office participated in the sub-regional trade union conference on “The Role of Trade Unions in Migration”, held in Baku. Representatives of trade union organizations from more than 15 countries, including most of the CIS countries as well as Belgium, France and Turkey took part in the event. The participants discussed national labour regulation and trade union policies, as well as the risks and challenges in preventing and co-operating to fight forced labour and trafficking of migrant workers. The two-day conference concluded with the adoption of a position paper including three recommendations for further action of trade unions in preventing unsafe migration and co-operating in the fight against human trafficking and forced labour.

On 4 May, the Office participated in a meeting of the Trafficking in Persons (TIP) Networking Group hosted by the American Bar Association Rule of Law Initiative (ABA ROLI). The group comprises international organizations working on combating trafficking in human beings and forced labour, such as ABA ROLI, the ILO, the IOM, the U.S. Embassy in Baku and the OSCE. The group discussed ongoing activities and plans for joint co-operation, and set the date for the next TIP Networking Group meeting.

On 5 May, the Office and its international partners, the Anti-trafficking Unit of the Ministry of Internal Affairs, as well as the Office’s local implementing partner, Azerbaijan Migration Centre, organized a press conference to mark the start of an “Anti-Trafficking Week”. During the week, the Azerbaijan Migration Centre organized a public awareness campaign including the dissemination of leaflets, broadcast of Public Service Announcements (PSAs) on national TVs and roundtable discussions. The best journalist, best non-governmental organization, best police officer and the most active international organization received awards during a final event on 13 May, which concluded the campaign.

On 16 May, the Office participated in the workshop “Compliance of Azerbaijani Legislation with the Council of Europe Convention on Action against Trafficking in Human Beings.” The workshop participants made a comparative analysis of specific articles of the Azerbaijani legislation and the CoE Convention, which Azerbaijan ratified in May 2010, and developed recommendation to improve the relevant legislation of Azerbaijan.

From 17-18 May, the Office facilitated the participation of a large delegation of the Government of Azerbaijan and civil society at a regional conference on “Building Partnerships to Combat Human Trafficking and Forced Labour” in Tbilisi. The conference was a joint effort of the ICMPD, ILO, IOM and the OSCE. The two-day conference, led by the ILO, brought together representatives from the South Caucasus and other OSCE participating States. Participants discussed lessons learned and good practices in combating THB. The event created a unique opportunity for practitioners from law enforcement agencies and service providers to learn about innovative approaches in combating human trafficking and to discuss the challenges of identifying victims and prosecuting perpetrators of trafficking and forced labour.

From 31 May to 1 June, the Office in Baku, the OSR/CTHB, the IOM and the Anti-trafficking Unit of the Ministry of Internal Affairs conducted a workshop for regional law enforcement agencies from the Astara, Lankaran, Lerik and Yardimli districts of Azerbaijan. More than 20 law enforcement representatives participated in the event and discussed current trends in trafficking and forced labour in Azerbaijan.

On 17 August, the Office visited the shelter for street children established and run by the Azerbaijan Children Union. The Office paid this visit in the framework of the Office’s counter-trafficking and forced labour activities with a purpose to analyze the situation in regard to the exploitation of marginalized groups as potential victims of trafficking and forced labour. This activity was part of an increase of monitoring visits to NGO-run shelters for children and women and an effort to seek funding to support the efforts of the Government and civil society organizations in combating human trafficking and forced labour.

On 23 August, which is the International Remembrance Day of Victims of Human Trafficking, the Office gave a presentation at the “Blue Heart” anti-trafficking campaign organized by the Clean World Public Union. The purpose of the event was to support the victims of trafficking and raise awareness among all layers of society in Azerbaijan about the forms and threats of trafficking. Along with the Office’s support, the event was also supported by high-level Government bodies, members of the Parliament, other international organizations and bilateral representations operating in Azerbaijan.

On 25 August, the Office met with representatives of the U.S. Embassy and American Bar Association (ABA) to discuss possible co-operation on anti-trafficking training for prosecutors, judges and lawyers. The parties agreed to develop a long-term training programme on trafficking in human beings and forced labour, with the initial events to be organized jointly in the coming months.

On 7 September, the Office met with the NGO Reliable Future, active in the field of child protection. The Office visited several centres that the NGO operates comprising a juvenile diversion centre, a children’s clinic and a rehabilitation centre for child victims of abuse, including sexual abuse. The Office was going to continue its regular visits to the NGO-run centres and shelters.

On 13 September, the Office and a number of its international partners, such as the American Bar Association (ABA), the IOM and the U.S. Embassy met to discuss ongoing activities and co-ordinate upcoming initiatives on anti-trafficking and forced labour. Participants discussed training courses for law enforcement agencies on the identification and prosecution of trafficking, as well as courses for judges, lawyers and service providers for victims of trafficking. The parties agreed to conduct joint activities on counter-trafficking and forced labour.

On 16-17 September, as a follow-up to the “Online Investigative Journalism Course”, organized by the Office’s Democratization Unit on 13-15 September, the Office organized a two-day course for investigative journalists on reporting human trafficking and forced labour



cases. An international and a local trainer specialized in online investigative journalism delivered the training that focused on new media tools as well as objective, unbiased and accurate reporting of cases. The training also included the treatment of victims during interviews. Participants also visited an NGO-run shelter for victims of sexual exploitation.

On 19-20 September, the Office visited the Rehabilitation and Reintegration Centre for Victims of Trafficking in Mingechevir. The NGO Clean World Public Union is running the centre, which the IOM supports. The centre assists potential and presumed victims of sexual exploitation.

On 30 September, the Office and USAID visited the shelter for street children run by the NGO Azerbaijan Children Union. The purpose of the visit was to review the situation regarding street children as potential risk groups for trafficking and to elaborate on the possibility of the Office's support to the Union's work on the prevention of child trafficking and provision of assistance to the child victims of trafficking and forced labour. In 2011, the shelter was assisting thirteen street children who had experienced various forms of violence.

On 3-7 October, the Office participated in the "Human Dimension Implementation Meeting", attending sessions on "Gender Equality", "Migration" and "Human Trafficking". Participants discussed the current situation in the OSCE area concerning human trafficking and forced labour and existing OSCE commitments in addressing trafficking for various forms of labour exploitation.

On 13 October, the Office met with two of its international partners, the ICMPD and ILO. During the meeting, parties discussed the ongoing regional project on counter-trafficking and exchanged ideas on the establishment of Standard Operating Procedures (SOPs) for the identification of victims of trafficking and forced labour.

On 18 October, the Office met with representatives of the IOM and UNHCR. The parties discussed the possibility of conducting joint training activities for law enforcement agencies on the topic of trafficking in human beings, forced labour, mixed migration and undocumented persons as potential victims of trafficking and forced labour. The first series of training activities was scheduled to take place in selected regions of Azerbaijan in December of 2011.

On 25-27 October, the Office participated and spoke at a training session organized and conducted by the IOM. The three-day training course included participants from law enforcement who have responsibility for combating trafficking in persons. The training provided participants with an in-depth overview of reactive and proactive investigative techniques to enable them to identify and analyze the key investigative challenges that they face in their work. The training covered a combination of inter-active plenary and working group sessions based on a specially constructed case study scenario. The training was part of the activities developed within the Regional Consortium project "Strengthening of Comprehensive Anti-Trafficking Responses in the South Caucasus."

On 31 October, the Office launched a needs assessment for the investigation and prosecution of trafficking in human beings and forced labour in Azerbaijan. The needs assessment mission, comprising two international experts, commenced their first series of meetings with state agencies, such as the State Migration Service and the Anti-Trafficking Unit of the Ministry of Internal Affairs. The expert team also met with representatives of the State Labour Inspection, the Prosecutor General's Office, the Ministry of National Security, as well as with international organizations and civil society members. In addition, the team conducted a desk review of anti-trafficking policy documents and legislation to assess the current anti-trafficking system concerning the detection, investigation of cases and identification of victims. The assessment report provided a set of recommendations that the Office was going to discuss with the host Government in the weeks to come.

From 9-11 November, the Office organized a study visit of Azerbaijani senior Government officials and civil society members to Rome, with the support of the Italian Ministry of Internal Affairs. The delegation, comprising a multi-disciplinary group, conducted a series of meetings with the Italian state agencies involved in combating THB. They also visited the offices of Italian NGOs assisting victims of THB. As a result of the three-day visit, the delegation became more familiar with the good practices of Italian counter-trafficking response in victim and witness protection and assistance.

From 14-19 November, the Office supported the training of social workers of local Government agencies and civil society on the provision of assistance to child victims of abuse and trafficking. During the training, the participants also discussed the gaps existing in the prevention of child abuse and trafficking, as well as shortcomings in the co-ordination and referral of child victims.

On 23 November, the Office participated in a meeting of the OSCE Focal Points on Anti-trafficking and presented the Office's activities implemented during 2011, along with priorities for 2012. During the meeting, participants also discussed the challenges in addressing the issue and the possibilities of joint activities involving countries of origin, transit and destination.

On 13 December, the Office joined the OSR/CTHB, the IOM and the UNHCR in conducting a sensitization seminar on "Human Trafficking and Forced Labour". The event was one of a series of similar regional events for the law enforcement agencies of the cities of Aghstafa, Gazakh, Shamkir and Tovuz. Discussions focused on legal frameworks, indicators for victim identification, the treatment of victims, and investigative techniques.

From 15-16 and on 22 December, the OIM, the UNHCR Azerbaijan and the Ministry of Internal Affairs' Anti-Trafficking Department conducted workshops for regional law enforcement agencies. The workshops on 15-16 December convened members of the National Action Plan for Aghstafa, Gazakh, Shamkir and Tovuz. The workshop on 22 December in Lankaran included members of the National Action Plan of all southern regions of Azerbaijan. Both workshops addressed human trafficking and forced labour from the perspective of regional officials and civil society who are most likely to have the first and most direct contact with victims of trafficking and traffickers themselves. Representatives of the police, the State Migration Service, the Ministry of Justice, the Social Protection Centre, the Executive Authorities, the Ministry of National Security and civil society from the above-mentioned regions attended the events.

### *Border Security and Management*

On 3 February, the Office and a representative of the OS/Borders Team met with the Deputy Director of the State Border Service (SBS) of Azerbaijan. During the meeting, the SBS Deputy Director briefed about the status of development of the SBS and plans for future reforms. In addition, prospects of future co-operation in the areas of training, technical support and regional cross-border co-operation were discussed.

On 4-5 February, the Office and a representative of the OS/Borders Team visited Tbilisi to meet high ranking officials from Georgian law enforcement agencies and international organizations. During the visit the Office met with the Deputy Director of the Department of Patrol Police, the Management of the Police Academy, the Head of Euro-Atlantic Integration Unit, and the Head of the Project Management Team of the Ministry of Internal Affairs, as well as the State Border Service and its Department for International Relations. During the meetings the parties discussed the Office's activities and identified areas of future co-operation in the South Caucasus region. The findings of the meetings were going to be used to develop new projects on border management and cross border co-operation in the fight against drug trafficking and other types of organized crime.

From 31 May to 1 June, the Office attended and sponsored the attendance of Azerbaijani Government Officials at a seminar on “Applied Issues in International Land Boundary Delimitation/Demarcation Practices” organized by the OS/Borders Team in support of the OSCE Chairmanship. The seminar brought together international experts and academics, and provided room for national experts to elaborate on best practices and lessons learned on co-operation and confidence-building in this field. The meeting also preceded the “Annual Meeting of the OSCE Border Security and Management National Focal Point (NFP) Network”. The Office also facilitated the participation of Azerbaijani NFPs from the Ministry of National Security, State Border Service and State Customs Committee in the seminar. In addition, the Office moderated a working group session on “Community Outreach/Partnerships in Border Security and Management”.

### Other

On 26-27 May, the Office participated in and made a presentation at a 1½-day workshop in Vienna for the exchange of views on “Developing OSCE Field Activities: Proceeding in the Spirit of Corfu and Astana” organized by the Centre for OSCE Research (CORE) and the German Federal Foreign Office. Workshop participants discussed the development of OSCE field activities in relation to the requirements of OSCE participating States in three regions: Eastern Europe, the South Caucasus and Central Asia. The workshop was a contribution to the Lithuanian Chairmanship’s “V-to-V Dialogue” on advancing Euro-Atlantic and Eurasian security.

On 21-23 September, the Office attended and supported the participation of three representatives of the Azerbaijani law enforcement agencies, the Ministry of Internal Affairs, the Ministry of Justice and the Prosecutor General’s Office, at the Annual Police Experts Meeting organized by the SPMU in Vienna (see also chapter 2).

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## **4.9 The OSCE Office in Yerevan**

### Background

The Office in Yerevan contributes to the development of democratic institutions in the country, strengthening civil society, and promoting OSCE standards and principles. Since the Armenian police had embarked on a far reaching systemic reform designed to bring the service in line with modern policing requirements, the Office provided capacity-building assistance in the fields of police reform, including police educational reform, police-public partnership and public order management.

### Police Reform

In 2011, the Office continued to strongly support the implementation of the Government’s *Police Reform Programme 2010-2011*. Co-operation between the Office and the police was further deepened in April 2011, when an *Additional Protocol to the Memorandum of Co-operation* was signed, focusing on establishing trust and co-operation between the police and population through community-based policing, police educational reform, co-operation of the police with media, local authorities and civil society as well as enhanced public order management. Based on these documents two Joint OSCE-Police Working Groups were set

up, which elaborated a *Concept for Police Educational Reforms* and a *Strategy for the Implementation of the Community Policing Model* throughout Yerevan. The Office also assisted in establishing a Police Reform Unit, which co-ordinates the police reform process from within the Police Headquarters

### Police Educational Reform

As provided by the *Additional Protocol to the Memorandum of Co-operation*, an international expert on police training was invited to assist the Police of the Republic of Armenia (RA) in conducting the reform of the police educational system as planned under the RA Police Reform Programme. The expert continued the co-operation with the Working Group on RA Police Educational Reform.

The Joint OSCE-Police Working Group put forward the idea of profound reforms in police educational area. As a result, in 2011 the Government established a Police Educational Complex, where the lowest tier – the Police Training Centre – provides six-month induction training for non-commissioned officers, the intermediate tier – the Police College – provides two-year education for the middle-group police officers and the top tier – the Police Academy – provides BA and MA programmes and refresher training for the police leadership. The Group embarked on a thorough modification of the existing system in both structural and curricular terms to ensure the consistency with the present-day police education and practices, gender equality and to address corruption risks.

In 2011, admissions to the Police College and the Training Centre were the result of over three years of painstaking work by all the stakeholders. To ensure a fair admission, a new testing system was developed by leading Armenian psychologists in association with national and OSCE experts. An independent Admission Commission, alongside the police, involved civil society and international organizations. Another positive result of the innovation was that, upon the recommendation of the Office, the 5 percent quota of female admission was dropped, due to which the number of admitted women significantly increased. Among the new cadets of the Police College alone the ratio of women was over 20 percent. Furthermore, the previous practice that female officers would be primarily assigned to administrative posts was changed. A new requirement was established mandating that all new graduates, regardless of their gender must work as street police officers for one year before either continuing education in the Police Academy or applying to other police services.

With the support of the OSCE international expert the training programme for the Police Training Centre was fully modernized. The teaching materials on 28 new training topics included into this programme were compiled and delivered to the staff of the Training Centre. The Office also assisted in designing the training programme for the Police College.

In addition, the Office organized study tours for the staff of the Police Educational Complex to the Netherlands (from 3-11 October) and Georgia (from 12-17 December) to get acquainted with the police reform process in these countries in general, and educational components in particular.

### Community Policing

The Joint OSCE-Police Working Group, with the support of the international expert on community policing, elaborated a *Strategic Plan for the Deployment of the Community Policing Model throughout Yerevan*. The Plan was developed taking into consideration the experience of the pilot community policing unit and best international practices. Based on the Strategic Plan, the Head of Police, in December, signed a *Charter of Community Policing* which included some elements of the Strategic Plan: a deployment model for Yerevan, and job descriptions for community policing. The Charter can be considered as a basis for the

effective introduction of the community policing/police-public partnerships model and for cascading community policing throughout the country in the next years.

An awareness-raising campaign on community policing carried out in 2011 covered six roundtables. The campaign continued the roundtables commenced in 2010 in the field of the “Cascading Community Policing Practices in Armenia” project.

Six provinces were covered during 2011:

- Ararat province, town of Artashat: 25-26 February 2011
- Aragatsotn province, town of Ashtarak, 25-26 March 2011
- Kotayk province, town of Tsakhkadzor, 21-22 April 2011
- Gegharkunik province, town of Sevan, 27-28 May 2011
- Tavush province, town of Ijevan, 24-25 June 2011
- Syunik province, town of Kapan, 15-16 July 2011

The notion of community policing was clearly introduced during the roundtables, stating that it was a new style of working, a new model, which is aimed at satisfying citizens' expectations and needs on security-related matters. As before, the topic aroused the interest of participating police and public representatives. In particular, they were interested to learn about the future status and structure of the Community Policing Units, functions and duties of Community Policing Officers and other upcoming changes in the police system.

Modelling of Citizens' Advisory Groups (CAGs) was an opportune occasion for the representatives of the public to discuss with the police their community problems. Some of the issues brought forward were generic for all communities, while the others were specific for the given province or community.

On 25 November, the Office organized a Police Open Day in the Vanadzor province, aimed at familiarizing pupils of High Schools with the work of the police. The project was particularly intended to develop and promote a greater understanding and interaction between the police and teenagers. The event provided a great opportunity for juveniles to learn about the work in police stations, to find out more about the activities of their local police officers, and to talk to their local officers and discuss any concerns they had.

The Police Open Day was positively evaluated by the society, media representatives and the police. Therefore, it was decided to continue this initiative during 2012 in nine Armenian provinces.

### Domestic Violence

In February, the Office initiated a survey on domestic violence. The objective of the survey was to reveal the existing situation of police-public interactions during incidents of domestic violence, to identify the shortcoming in the activities of the police, and to develop recommendations to overcome those shortcomings.

On 17 June, the Citizens' Advisory Group of Arabkir, which had been established under the Office's Community Policing Pilot Project, convened its next meeting to discuss the “Need for Preventative Measures against Domestic Violence”. The meeting brought together teachers, representatives of NGOs, community associations, the clergy and the police. Following the CAG's request, the police was represented not only by the officers of the Community Policing Unit, but also by the leadership of the Juvenile Delinquency Department and the Arabkir Department of the RA Police. They presented the measures undertaken by the police to prevent violence against women and children in Armenia in general, and in the Arabkir community, in particular. Participants of the meeting agreed that so far, police responses had been not sufficient for addressing such a multi-faceted and broad-scale problem. The

participants stressed the importance of co-operation between all stakeholders – the police, schools, social institutions – in fighting domestic violence and fostering traditional family values.

On 14-18 November, the Office, jointly with the U.S. Embassy, organized training courses for police officers dealing with domestic violence issues.

### Police-Media Relations

The Office's efforts to enhance relations between the police and the media and hence with the public, resulted in 2011 in the development of a *Guidebook for Police Officers Cooperating with Mass Media*. The Guidebook is to serve as a hands-on tool for police and journalists.

Previous roundtables and training events on police-media relations organized by the Office in the Armenian provinces had raised the necessity to give more responsibilities to the Armenian Police Departments in the provinces in the field of police-media relations. Based on the recommendations made by the Office, the Head of Police signed the *Order* on the appointment of the Deputy Heads of Provincial Police Departments as focal points for police-media relations. The new approach allows mass media representatives to receive timely information directly from the police departments in the provinces without approaching the Press and Public Relations Department located in the Capital. Over the year, the Office had several meetings with the Head of the Press and Public Department of the police to discuss the issues related to the improvement of police-media relations. A joint activity plan for 2012 was agreed, focusing on the organization of the meetings with mass media representatives, the improvement of the police web page, as well as an evaluation of the activities of focal points in charge of relations with the media.

### Cyber Security/Cybercrime

From 22-26 August, the Office sponsored a study visit for two specialists of the RA Police Division for Combating High Tech Crimes to the Russian Federation to get acquainted with the activities of the Cybercrime Department of the Ministry of Interior of the Russian Federation as well as to discuss the issue of further co-operation in the field of cybercrime.

The Office also sponsored the participation of two specialists from the RA Police Division for Combating High Tech Crimes at the "Octopus Conference" organized by the Council of Europe in Strasbourg from 21-23 November.

From 21-24 November, the Office sponsored the visit of two representatives of the Centre for Information Forensics and Assurance Associate School of Business University at Albany/State University of New York to Yerevan. The representatives of the University visited Armenia to sign a MoU with the European Academy of Armenia and to meet with key stakeholders and policy makers in the field of Cyber Security. An agreement was reached on the development of a special curriculum for the IT faculty of the Academy and on the delivery of a special course by the international counterparts.

On 8 December, the Office, jointly with the RA Police, organized a conference on "Review of the Current Situation on Cyber Security and Cybercrime Issues in Armenia". Some 40 representatives from the National Security Council, the National Security Service, the State Commission on Cyber Security under the Prime Minister, the Ministry of Trade and Economy, the Ministry of Transport and Communication as well as the police participated in the event. The following topics were discussed during the event: legislative frameworks regulating the fight against cybercrime; the fight against child abuse on the Internet; the

availability and accuracy of statistical data; computer expertise; intellectual property crimes and other challenges in the area of information security.

### Trafficking in Human Beings

On 10-11 February, the Office's Anti-trafficking Support and Resource Unit, in co-operation with the RA Ministry of Labour and Social Issues, and the Czech NGO People in Need, organized a two-day training on "Essentials of Identification and Profiling of Trafficked Individuals". The 25 participants represented the Anti-trafficking Working Group, as well as the State Employment Agency, the Labour Inspectorate, the police, the National Security Service, NGOs, IOs, etc. The training served as a tool to surmount the lack of training of the national actors and the absence of unified mechanisms to profile and identify victims of trafficking in Armenia.

On 22 February, within the joint ILO/OSCE Anti-Trafficking Project, the Office organized a one-day training-of-trainers session. National experts that had drafted a thorough *Anti-trafficking Training Manual* for law enforcement agencies conducted this training for future trainers representing the Armenian Police Academy, the Prosecutors' School and the Labour Inspectorate. Ten future trainers were trained and their practical recommendations for further improving the draft manual were taken into consideration for the final revision of the manual.

On 25, 28 and 29 April, the national law enforcement experts who had drafted the *Anti-Trafficking Training Manual* and its comprehensive methodology for law enforcement agencies, were supported by the Office to conduct pilot training courses in Yerevan and in several provinces of Armenia. The trainees represented the Armenian Police Academy, the Prosecutors' School and the Labour Inspectorate. Ten future trainers and over 20 law enforcement officers were trained and their practical recommendations for further improving the draft manual were also taken into consideration for the final revision of the manual.

From 23-25 June, the Anti-trafficking Support and Resource Unit, in co-operation with the Czech NGO People in Need, conducted a two-day wrap-up seminar for key state anti-trafficking actors on "Victim Identification Indicators and Victim Profiling". The 25 participants of the event represented members of the Anti-trafficking Working Group, as well as the State Employment Agency, the Labour Inspectorate, the police, the National Security Service, NGOs, IOs, etc. The seminar concluded the series of working sessions/trainings conducted from February to June for national anti-trafficking actors throughout the regions. This wrap-up seminar was a tool to finalize the identification criteria for the specific professional groups, to build up unified mechanisms in order to profile victims of trafficking in Armenia.

### Drug Trafficking

On 16-17 June, the Office facilitated the participation of a representative of the Government of RA in the Conference on "Combating Drug Trafficking and Enhancing Border Security and Management in the OSCE Area", organized by the SPMU in Vienna (see also chapter 2).

### Public Order Management

Upon request from the police, the Office invited an international expert in the field of public order management for the period of June to October. The international expert developed two guideline documents on public order management: *Guidelines for Conducting Negotiations* and *Guidelines for the Use of Physical Force, Special Means and Firearms during Mass Disorders*. Furthermore, the expert held training courses on the practical application of the Guidelines, and he delivered a training-of-trainers course for police officers involved in training both at the police educational institutions and in the in-service operational training.

## CENTRAL ASIA

### **4.10 The OSCE Centre in Ashgabat**

#### Background

The OSCE Centre in Ashgabat assists the Host Country in promoting OSCE principles and commitments and encourages the Host Country's co-operation with the OSCE. In 2011, two international and three national staff members implemented police and law enforcement related programmatic activities. The Centre further enhanced co-operation with the Ministry of Interior and the Police Academy under the Ministry of Interior of Turkmenistan.

#### Capacity-building Activities

In 2011, the Centre elaborated an article-by-article authoritative commentary to the *Criminal Procedure Code of Turkmenistan*, expected to be made public in the first half of 2012.

In September, the Centre organized a series of lectures on international human rights standards and their applicability in the administration of criminal justice for students and teachers of the S.A Niyazov Institute under the Ministry of Interior of Turkmenistan. During six days of lectures, future police officers learned about international standards and national models of criminal justice, the organization of court hearings and the review of judicial decisions, and discussed the administration of human rights in criminal justice, including the right to liberty, legal protection and access to justice.

#### Organized Crime

At the end of 2010, the Centre had supported a publication on *International Legal Standards on Anti-Corruption* and its translation into the Turkmen language. The publication contained the *UN Convention against Corruption* (UNCAC) and a *Technical Guide to the UNCAC*. In 2011, the Centre supported the dissemination of the publication within the Host Country's government institutions, including law enforcement agencies.

On 14-15 July, the Centre supported the participation of two representatives from the Financial Intelligence Unit of the Ministry of Finance of Turkmenistan at the Egmont Group of Financial Intelligence Units (FIU) "Development Workshop" in Yerevan.

#### Cyber Security

On 9-10 May, the Centre supported the participation of two officials from the Ministry of National Security of Turkmenistan in the "OSCE Conference on a Comprehensive Approach to Cyber Security: Exploring the Future OSCE Role" in Vienna (see also chapter 3.1).

#### Travel Document Security

In 2011, the Centre donated 17 software licenses for the electronic passport database to the State Migration Service and three licenses to the Ministry of National Security, Ministry of Interior and the State Border Service of Turkmenistan within the "Strengthening Travel Document Security in Turkmenistan" project.



### Trafficking in Human Beings

In 2011, the Centre provided financial support to the anti-trafficking activities of the national NGO “Support Centre for People with Disabilities” that organized, throughout the year, training courses for 220 individuals nation-wide.

From 28-30 March, the Centre supported the participation of one Turkmen NGO representative in a regional event for Lawyers/NGOs on trafficking cases held in Istanbul.

From 20-21 June, the Centre also supported the participation of three representatives from Turkmenistan in the “11<sup>th</sup> Alliance against Trafficking in Persons Conference” in Vienna (see also chapter 3.5).

### Drug-Trafficking

In December, the Centre facilitated the participation of two officials from the State Service of Turkmenistan for Combating Drugs in the Surveillance Workshop in Almaty, organized by the SPMU and CARICC (see also chapter 2).

### Support to the Penitentiary System

In 2011, the Centre continued supporting the efficiency of the Host Country’s penitentiary system through organizing two events in November at the S.A. Niyazov Institute under the Ministry of Interior of Turkmenistan. These included a one-day seminar on “Education, Rehabilitation and Social Reintegration of Prisoners. Work and Labour Integration: Sharing of Practices from the OSCE Area”; and a workshop on “Prison Staff Training Centres: Sharing of Practices in the Provision of Training to Prison Staff”. 52 participants from the Ministry of Internal Affairs, including prison officials and teaching staff of the S.A. Niyazov Institute, the Parliament, the National Institute of State and Law under the President of Turkmenistan and the National Institute for Democracy and Human Rights under the President of Turkmenistan, the Academy of State Service, as well as academics attended these events.

From 26-29 September, the Centre organized a working visit to Spain on penitentiary systems practices. Four representatives of the Ministry of Internal Affairs and one representative of the Presidential Administration of Turkmenistan learned about the penitentiary system management in Spain.

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## **4.11 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. In 2011, the Centre continued its multifaceted police-related co-operation with the Ministry of Internal Affairs (MIA), the SPMU and other partners.

In February 2011, the Centre held a working-level meeting with several MIA representatives to discuss plans for 2011 which resulted in a number of project ideas that the MIA officially communicated to the Centre in April. The project ideas addressed the development of police evaluation criteria; the continuation of community policing activities; the organization of a regional conference on combating illegal migration and human trafficking by the MIA Academy based in Karaganda; and the development of the international accreditation process for the Training Centre on Illegal Migration and Human Trafficking at the MIA Academy in Karaganda.

### Police Reform

The Centre launched a project to involve civil society in the development and review of the draft *Law on Agencies of Internal Affairs of the Republic of Kazakhstan*. The project aimed at creating a working group that would co-operate with the MIA, parliament and other stakeholders to provide input for the draft law. The project included two roundtables that involved broad stakeholder participation in discussing the provisions of the draft law. On 5-6 May, the Centre, in co-operation with the MIA and the local NGO Charter for Human Rights, conducted a roundtable in Almaty to discuss the draft law. The roundtable brought together law enforcement and civil society representatives to elaborate recommendations for police reform and specifically for the draft law. A similar roundtable was held on 9 June in Astana.

On 22-23 September, the Centre facilitated the participation of two Kazakhstani government officials in the Annual Police Experts Meeting in Vienna (see also chapter 2).

### Police Training and Development

On 20 April, the Centre conducted an assessment visit to an Astana-based police training school in a follow-up to the Centre's 2010 project to develop a human rights curriculum for the police. The goal of the visit was to learn how the 16-hour "Human Rights Course" was being used and gauge its effectiveness. Centre staff was pleased to discover that the course was being used extensively at the school, and asked the Interior Ministry how the materials were being used at other police training institutes across the country. The "Human Rights Course" was delivered in the Russian and Kazakh languages. It was also introduced into police schools' curricula nation-wide and taught to hundreds of cadets in 2011.

On 9-10 June, the Centre facilitated the participation of two representatives from the Police Academies of the MIA in the workshop on "Contemporary Police Training: E-learning" in Ankara (see also chapter 2).

### Combating Organized Crime

On 27 May, the Centre, together with the Mazhilis (the lower chamber of Parliament) held a roundtable in Astana to discuss the provisions of Kazakhstan's draft *Law on Organized Crime*. The Centre facilitated the participation of an expert from the Republic of Georgia, who shared Georgia's experience dealing with organized crime in both legislation and in practice. The event brought together representatives of the Mazhilis, the MIA, the National Security Committee, the Customs Committee, the Prosecutor General's Office, the Supreme Court, and other national experts.

### Drug-Trafficking

On 6-8 September, the Centre facilitated the participation of a representative of the Ministry of Internal Affairs' Committee for Combating the Drug Business and Illicit Drug Trafficking at

a “Regional Seminar on Seizing and Recovering the Illegal Proceeds of Drugs and Crime” which was held in Kiev.

On 12-15 December, the Centre, in co-operation with the SPMU, facilitated the participation of two law enforcement officials (one from the Russian Federation and a second from Kazakhstan's National Security Committee) in a regional controlled delivery training, conducted by CARICC.

### *Trafficking in Human Beings*

From 20-21 June, the Centre attended and facilitated the participation of three civil society representatives at a high-level conference on “Preventing Trafficking for Labour Exploitation: Decent Work and Social Justice” in Vienna (see also chapter 3.5).

From 22-28 June, the Centre facilitated an anti-trafficking assessment visit to Astana which was conducted by two representatives of the OSR/CTHB). The visit was carried out with the goal of completing a comprehensive anti-trafficking assessment country report (see also chapter 3.5).

On 18 August, the Centre launched a series of regional training seminars for specialized staff in orphanages and vocational schools on “Preventing Human Trafficking”. The seminars were held in Kokshetau (Northern Kazakhstan), Taldy-Kurgan (South Kazakhstan) and Ust-Kamenogorsk (Eastern Kazakhstan) in co-operation with three NGOs. Approximately 100 social workers, psychologists, teachers and law enforcement representatives took part in the seminars.

On 14 September, the Centre organized a roundtable to discuss the results of a project on identifying victims of trafficking and related legal procedures. The roundtable, which was co-organized with the NGO International Legal Initiative, gathered more than 30 participants, representing the government and civil society, as well as international and national experts. At the event participants discussed identification procedure challenges and ways to improve the country's victim identification and protection system.

On 27 September, the Centre together with the Ministry of Justice, the U.S. Embassy in Kazakhstan and the NGO Feminist League, co-organized a roundtable on “Preventing the Trafficking of Children from Orphanages and Special Schools”. At the roundtable participants discussed ways to improve the child protection and social welfare system in order to reduce the trafficking of especially vulnerable children, such as those in orphanages and mentally disabled children.

On 9-10 November, the Centre organized the “Fourth Annual Workshop on Promoting Law Enforcement and Judicial Co-operation in Response to Human Trafficking and Migrant Smuggling in Central Asia” in Almaty. The event was co-organized by Kazakhstan's Interior Ministry, UNODC, the IOM, the U.S. Embassy in Kazakhstan, the OSCE Centre in Bishkek, and the OSCE Office in Tajikistan. The workshop brought together more than 70 senior prosecutors, law enforcement officers, representatives of foreign ministries and NGOs.

On 29-30 November, the Centre in co-operation with the Academy of Public Administration, the Supreme Court, and the U.S. Embassy in Kazakhstan, organized a training seminar for judges on good legislative and judicial practices to combat THB. The seminar brought together 35 judges from courts across Kazakhstan and the Supreme Court. Experts from Italy, Kazakhstan and the Russian Federation reviewed the current human trafficking situation in Kazakhstan, including the national legislation, difficulties proving court cases related to trafficking, and practices used by courts to identify trafficking victims.

#### **4.12 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, establish and maintain contacts with local authorities, universities, research institutions and NGOs, and encourage Kyrgyzstan's further integration into the OSCE community.

Implementation of the Police Assistance Programme started in 2003. The Interim Police Assistance Programme, established in 2005, aimed at preparing the ground for continued progress towards deep structural reform of Kyrgyzstan's police system and at strengthening the institutional and implementation capacities of certain police units.

Since 2007, the Police Reform Programme (PRP) has become an integrated part of the Unified Budget of the OSCE Centre in Bishkek. Therefore, funding from the Unified Budget increased the longer-term effectiveness of the Programme and allowed to plan, implement and monitor the Programme in a more efficient way. The PRP, which, in 2010, constituted the CiB's largest component, has been a crucial factor for Kyrgyzstan's public security, especially in light of the events of April/June 2010, as well as in the reform process of the entire criminal justice sector.

The circumstances of the April and June events in 2010 and their dire consequences led to significant challenges to the implementation of the PRP. During a certain period of time police officers (trainees) were not able to participate in the project activities due to their engagement in the restoration of public order in the south of Kyrgyzstan. Due to a number of reasons, some envisaged activities were not implemented comprehensively and some others were cancelled completely or deferred to a later date within the reporting time. Some projects were also modified in view of the developments. However, the modifications did not lead to significant deviations in the programme with respect to methodological and philosophical aspects and the ultimate objectives of the PRP.

The 2010 events and the project implementation process also highlighted a number of problems (often protracted) that sometimes went beyond the structure of law enforcement agencies. They included authoritarianism and lack of political will for deeper reform at the high level of state authority, demoralization of the police after the events, high turnover and rotation rates in the police, and insufficient skills of police officers in developing conflict-sensitive strategies.

In view of the above circumstances, the PRP channelled its work in 2011 in two main directions: 1) fostering trust and confidence between the police and the population through incorporating community-based policing principles into the police-public relationship; and 2) developing a professional police service through continuous education and training combined with advisory and technical support in a number of selected areas.

The CiB firmly supported the country's aim to build a relationship of mutual trust, confidence and partnership between the law enforcement authorities and wider society. The PRP continued to assist the Host Country in developing a professional, transparent, accountable and citizen-oriented service, specifically through structural changes, tackling crime and fostering community relations. With training support from the CiB, civil and human rights elements have been integrated into police training, the operational capacity of local investigators and operational search officers have increased, and training conditions at the Police Academy and Special Police School have been developing towards international standards.

The concept of community-based policing has become widely known and appreciated among all major sections of the society of Kyrgyzstan despite being a relatively new concept in the country.

In fact, there has been a shift from a purely traditional policing philosophy towards an approach that accounts for the community's concerns and widely applies crime prevention efforts. This practice will eventually contribute to bridging police and community as well as to alleviating mistrust towards police from the side of the public.

Certain efforts were undertaken by the PRP in order to promote the leading principles/postulates of a comprehensive reform at different levels of Kyrgyzstan's criminal justice sector. It has to be stressed though that the Government and the MoI were lacking a clear-cut strategy to reform the police system over the past years. The common climate for the Programme implementation over the reporting period was not in favour of sweeping changes in the area of policing.

A lack of political will from the Government's side and the Ministry's resistance to identify a strategic reform process resulted in a slow process of positive moves in promoting and further setting up mechanisms and institutions such as transparency, accountability, civil oversight, etc. However, this may have been the result of the authorities' engagement in the 2010 electoral process or in some activities that were aimed to restore public order in the south. In times of critical tensions the police were concerned about how to resume proper functioning of their forces to prevent any further conflict escalation. Despite these developments, the PRP persistently and rigidly attempted to promote a governance strategy/task (goals-oriented) programme.

In 2011, the OSCE continued to provide assistance and advice in this challenging process in which the success of the police reform will depend primarily on three critical factors: sustainable guarantees/commitment from the Kyrgyz authorities, involvement of the civil society, and assistance from the international community.

As Kyrgyzstan has been entering a new phase of political pluralism and legitimate government where political developments have been providing opportunities to enhance citizen participation in the protection and promotion of human rights, it has become very important to make a positive use of it. The efforts of the PRP to strengthen co-operation between society and the police started to show success. This was demonstrated by wide participation of civil society organizations during the discussions of the police reform concept and their active involvement in the concept development, as well as the work of the Public Supervisory Council of the MoI and numerous joint projects between the police and NGOs. Nonetheless, small successes achieved required further efforts in assistance for building co-operation between the public and the police. For this reason, the PRP will continue to focus on increasing police accountability as a basis to establish democratic policing principles.

#### *Development of a Legal Policing Framework*

During the reporting period the PRP facilitated a visit of international experts/consultants on policing and law enforcement issues to Kyrgyzstan. The group was comprised of experts from Hungary, Sweden and Estonia. The purpose of the mission was to prepare a platform for discussing the scope and parameters of further police reform in the country. This experts' visit was conducted in close co-operation and consultation with the SPMU which was also represented by its Deputy Head.

In the framework of this visit, the experts held a series of meetings with the Government of the Kyrgyz Republic (KR), including the Vice-Prime Minister. Meetings were also held with Members of Parliament. The experts also met NGOs and the CiB management. On 18 March, the experts made a presentation of their findings for members of the Working Group

on Security Sector Reform, which had been established by the President. The presentation elaborated on the main institutions that are essential for democratic policing. The recommendations were further discussed at the National Forum on Police Reform.

In line with the Presidential decree #37 of 25 February 2011, a State Working Group was set up, whose task was to elaborate the new legal policy of the Kyrgyz Republic. In view of the forthcoming decisive governmental steps in the field of criminal justice reform, the CiB supported a study tour of a Kyrgyz delegation to the Republic of Georgia in March. On 28 March, the Vice Prime Minister gave a presentation at a high-level meeting on the results of the trip to Georgia. The Head of the CiB and the Head of the PRP participated in the event.

Throughout 2011, the PRP focused on: the continuation of co-operation with police educational institutions; increasing professionalism of the Press Service of the Mol; the formation of an effective system of police-public relations; and strengthening the capacity of the criminal police and forensic expertise of the Mol. The PRP also continued its work to improve professionalism and expertise of investigators; increase knowledge and practical skills of the police on human rights and inter-ethnic tolerance; promote civilian oversight issues; and further develop the capacity of the 102 service in Osh.

The priorities for 2011 were discussed with all main stakeholders at a series of co-ordination meetings. These included partners from different departments of the Mol, including the Press Service, the Police Academy, the Secondary Special Police School and the Criminal Police Unit of the Mol, which is comprised of the Forensic Department, the Main Crime Investigatory Directorate and the Operational Analysis Department.

During the reporting period, the PRP supported different discussions on the Concept of Police Reform (hereinafter referred as the Concept) including eight regional roundtables with civil society organizations and political parties, and public hearings with the Parliament of the Kyrgyz Republic. The aim of the discussions was to inform the wider society about the Concept, to introduce proposals to the Concept, and to present them at the National Forum that was taking place in September. Particularly, more than 80 NGOs, representatives of the Presidential Administration, the Vice Prime Minister, the Deputy Minister of Interior, members of the Parliament, law enforcement agencies, the Office of the Prosecutor General, as well as journalists participated in the events.

Parallel to the regional discussions, roundtables on the Concept took place with different actors and key stakeholders. On 9 June, a roundtable was organized with members of the Parliament of Political Parties (PPP)<sup>22</sup> and a NGO working group. More than 12 political parties including factions from the Kyrgyz Parliament took part in the event. On 15 June, a wide discussion was held among the Prime Minister, members of Parliament, representatives of the Mol, the Office of the Prosecutor General, the PPP and more than 45 NGOs. The discussion resulted in a number of recommendations to the Concept. The event was covered by media outlets, such as TV and radio stations as well as print and online media. On 17 June, public hearings of the Kyrgyz Parliament were organized to discuss the Concept on a wider and higher level. Members of Parliament, representatives of the Mol and other law enforcement agencies, NGOs, the media and civilian oversight institutions, political parties and international organizations attended the hearing.

While the Mol representatives, acting on behalf of the Kyrgyz police, promoted the considerations of social protection, the increase of salaries and better conditions of work for the police, as well as the increase of the number of community police officers; the civil society actors demanded a transparent and accountable work of the police, an increase of moral and responsibility of the police, the introduction of effective oversight mechanisms, the

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<sup>22</sup> The Parliament of Political Parties (PPP) is an informal organization of political parties, most of who were not represented in the Kyrgyz Parliament after the October 2010 Parliamentary elections. The organization was joined by the political parties that also were elected to the Kyrgyz Parliament.

fight against corruption as well as reform steps in all law enforcement bodies. Furthermore, all stakeholders of the discussion noted three key issues that were defining police reform strategies: 1) available resources and spending levels; 2) the political will of higher authorities to implement reform; and 3) the readiness of the civil society for change. Participants underlined the need to plan a step by step implementation of the Concept.

As a result of the discussions an Interagency Working Group was created that included representative of the Presidential Administration, the Kyrgyz Government, members of the Parliament, law enforcement agencies and civil society. This working group was tasked to finalize the Reform Concept and to elaborate an action plan for further implementation of the Concept.

During the reporting period, the PRP also received an inquiry for assistance from the Mol to provide information on police trade unions. The Mol showed its particular interest in learning more about police trade unions from other countries in order to potentially introduce such a new institution within the Mol system in the context of police reform. The PRP conducted a substantial research on the experience of this institution abroad and provided information from German, Estonian, and U.S. police unions, as well as documents from the European Council of Police Trade Unions.

### Police Education

In order to increase the overall quality of professional police training and education in the country it is important to improve all kinds of police training programmes in a harmonized way. The PRP has been providing access to advanced international experience in the sphere of basic police training to the managerial and teaching staff of the Police Academy and the Secondary Special Police School (SSPS), as well as methodical and technical support to new innovations.

On 8 June, the Deputy Chief of the Police Academy on Academic Affairs met with representatives of the Turkish National Police (TNP) Academy in Ankara to discuss the utilization of the experience of the TNP's Police Academy in Kyrgyzstan. On 9-10 June, the OSCE organized and funded the participation of the Deputy Chief of the Mol Human Resources Directorate and the Deputy Chief on Academic Affairs of the Police Academy at the international workshop on "Contemporary Police Training: E-learning" that was organized by the SPMU at the TNP Academy in Ankara (see also chapter 2). The Kyrgyz delegates obtained a deeper knowledge on the role of e-learning methodologies in police training. They also met with delegates from Asian and European countries and the USA who shared their experiences.

On 21 June, the PRP took part in the Police Academy's Graduation Day where approximately 300 police cadets were given police pocket handbooks developed by the PRP to promote the culture of the rule of law among the Kyrgyz police. This was the first time that such pocket handbooks were developed for uniformed police in the Russian and Kyrgyz languages. The pocket handbooks include excerpts of international and domestic legislation and cover various aspects of police work, including: human rights; police ethics; the basic principles of the use of force; the treatment of foreigners, citizens, and homeless persons; and business communication. The handbook contains other useful information, such as short Russian-English and Kyrgyz-English basic phrases for the communication with foreigners, and other information useful for the police officers' daily work.

The PRP also provided the Police Academy with professional literature on the basics of management in police and operational and investigatory aspects of crime detection, as well as access to an updated database of legislation and an internet connection.

In the reporting period, practical training conditions were also prepared for introducing an interactive education through the establishment of the crime scene simulation room at the SSPS with various street elements; and for providing access to e-learning, the Internet and a database of legislation.

In order to enhance teaching techniques in delivering basic police training, the PRP discussed the introduction of new training subjects, such as Particular Qualities of the Police in Dealing with Victims of Crimes and Communication Skills, with the SSPS staff and hired international and local NGO consultants to develop training materials on these subjects and conduct the training-of-trainers courses for the SSPS's instructors.

The PRP organized a training seminar on "Pedagogical Skills and Interactive Training Techniques" for 21 SSPS's instructors, and a two-week training seminar for the SSPS's instructors on the "Use of COLPI CD Training Modules" on ten police-related topics developed by the Open Society Foundation. The CD training modules and manuals were translated with PRP support from the Russian into the Kyrgyz language for further integration into the learning process.

In 2011, the PRP also supported the Kyrgyz Police Academy in developing and incorporating a training course on "Policing in a Multi-ethnic Society". Between 20 June and 4 July, 13 instructors of the Kyrgyz Police Academy were trained at the four-day training-of-trainers course in preparation to teach cadets at the Police Academy on this topic in an advanced course.

In order to further build capacity of the faculty of the Police Academy, the PRP supported the provision of English language courses for six professors from the Administrative Law, Criminal Law and Scientific Research Centre Departments of the Academy. The acquired new language skills were going to enable the staff of the institution to access international and foreign literature, and incorporate this into the Kyrgyz police education system in the long run.

A two-day training on the "Provision of Public Safety at Health Resort Facilities at Issyk Kul Lake" was conducted on 14-15 June for 35 security officers working at these facilities and police officers in charge of them. The training was developed and conducted in close co-operation with the Issyk Kul Province Police Department. The issues of private security in general and the role of private security in crime investigation in particular; rules and ethics of communication with tourists; first steps to be taken in case of terrorist threats; and the provision of first aid were covered by the training.

### Community Policing

In 2011, the PRP paid regular monthly visits to selected police sub-divisions and Local Crime Prevention Centres (LCPCs) to provide them with advice on incorporating the principles of community policing in their practical work. In order to improve the poor conditions which police officers and LCPCs work under, basic IT equipment, furniture, vehicles, and stationery items were donated to police sub-divisions, police educational institutions and LCPCs based on a needs assessment.

The PRP continued to support the Kyrgyz Women Police Association (KWPA) in further mainstreaming gender aspects in policing. The main advisory support focused on strengthening the institutional capacity of the KWPA. The project also supported a meeting of the Board of Directors to assess the achievements and develop a long-term strategy of the Association along with field trips to promote the KWPA in the regional police units. A study tour for the representatives of the Association to England was conducted to introduce KWPA management with gender mainstreaming best practices in the British police system.



Basic and advanced community policing training was conducted for Neighbourhood Inspectors, Juvenile Delinquency Inspectors and duty officers of all Northern provinces and the city of Bishkek by local trainers from the Mol, Police Academy and Secondary Police School. Community policing training for managers was provided for Chiefs and Deputy Chiefs of District Police Stations and Province Police Departments. Up to 1,000 police officers of different ranks from the aforementioned units completed the training course by September 2011. A *Community Policing Training Manual* (for beginners, advanced and managers) and additional community policing-related training material were translated into the Kyrgyz language to ensure that police officers in remote rural areas have access to required literature in this language.

An international conference, initiated by the ATU and the SPMU, was conducted with participation of all parties concerned in introducing community policing in Kyrgyzstan. This event facilitated a joint discussion of creative initiatives on how the police can establish partnership with civil society through the use of community policing tools, in order to prevent violent extremism and radicalization that lead to terrorism (see also chapter 3.1).

Several initiatives of the Mol on conducting roundtable meetings of the police with minority groups, elderly groups, people with disabilities, NGOs, business people etc. were undertaken to facilitate discussions on most urgent and topical issues related to safety, juvenile delinquency, local business community and crime-prevention issues, and for improving co-operation and contacts. Seven roundtables were held in the Northern provinces of the country with 370 representatives of the public participating.

A sub-project on co-operation between the police and senior citizens' groups was implemented by the implementing partner NGO HelpAge International which expanded to several districts of the Chuy and Talas provinces. Within the project, the implementing partner provided seniors with crime prevention information specifically geared towards the needs of the elderly. Furthermore, the sub-project raised awareness among the local police of the needs of senior citizens and the police's responsibilities to address these needs. By the end of the subproject, a manual for police on working with the elderly was developed. It was published in 600 copies and distributed among police officers.

In support of citizen patrols special emphasis was paid to improving the legislative basis and regulatory frameworks and mechanisms of control (via support to the working group) that provided a solid foundation for the sustainable development of these structures. A study tour to Estonia was organized to learn from international best practice on running and institutionalizing citizen patrols. The working group used Estonian practice in the development of the draft *Law on Citizen Patrols*.

556 LCPCs had been established throughout the country, but as their capacity, and technical and legislative basis were still weak and their status not duly acknowledged, they did not function fully. In order to assess the needs of LCPCs country-wide, qualitative research, including functional, institutional and legislative analyses was conducted by a special working group from representatives of relevant government and municipal organizations and NGOs. The data was collected by means of focus groups and roundtable discussions in all provinces of the country. The results of this research were going to be presented in Parliament in 2012 and were supposed to be extensively used for the projects and activities on enhancing the capacities of LCPCs.

A sub-project on Neighbourhood Watch Groups was continued in Bishkek city and Karakol town of the Issyk-Kul province, implemented by the partner NGO Neighbourhood Watch. The concept aimed at encouraging communities to come together to look after their neighbourhoods and report suspicious activities to the police. The project enabled each household to know their neighbours better and foster closer ties among them. Within the

framework of this subproject three roundtables were organized for residents, local self-government and the police. A standard contract on co-operation between the authorities, law enforcement and Neighbourhood Watch Groups was signed to acknowledge the performance of Neighbourhood Watch Groups. The implementing partner monitored the work of the established Neighbourhood Watch Groups and revealed that 42 out of 59 groups were functioning. Furthermore, the implementing partner developed recommendations for training sector leaders. Furthermore, "Sanitary Squads" were developed with the participation of juvenile volunteers. The "Sanitary Squads" help with ensuring cleanliness in their respective neighbourhoods, organize neighbourhood clean-ups on Saturdays, and make sure, for instance, that basic safety rules like closed entrance doors are followed.

Joint roundtables and training courses were conducted for Juvenile Delinquency Inspectors and other members of police departments on supporting family and child protection under the town and district administrations in the Chuy, Issyk-Kul, Naryn, and Talas provinces and in Bishkek city in order to enhance their co-operation in the sphere of juvenile delinquency prevention and to present the newly developed *Manual on Combating School Bullying*. Up to 100 persons from all regions of the country completed this course. In order to support the courtesy visits of Juvenile Delinquency Inspectors to schools and kindergartens, the PRP planned to translate an Estonian book for children on traffic rules and security issues into the Kyrgyz and Russian languages and its publication in 5,000 copies. The book was translated, but due to a lack of funding for printing the book it was decided to postpone its publication to 2012.

On 1 June, "Children's Day", the CiB supported the procurement of toys for children in two kindergartens upon the Mol's request. The CiB also supported tournaments in unarmed self-defence, mini football and athletics for children at the age of 8-12, which were organized by the Mol. The tournaments helped to develop stronger ties between the police and communities and to promote the idea of sport as a tool for crime prevention among juveniles.

The sub-project on "Virtual Police Reception Rooms" was implemented by the NGO Public Safety as a follow-up to the pilot project, which had been realized in 2010 in the Bishkek City Police Department with contributions from the NGO and a number of businesses. The project, addressing civilian oversight was planned to be expanded to the Chuy, Issyk-Kul, Jalal-Abad, Naryn and Osh provinces and to the city of Osh. Virtual receptions in independent, newly created websites were launched in each project site and monitored by civil society and the Mol. The project aimed at increasing the accountability of the police by providing the public with information about police daily activities and at responding to concerns of the local community. At the end of the year, the results showed citizens' interest in the web-site resources. However, there were cases of delayed answers to citizens' requests which gave an unpleasant perception to their senders

The CiB also supported a competition among mass media on covering events related to crime prevention and the fight against corruption, which was organized by the Press Service of the Mol. The CiB donated prizes, such as a net books, cameras and voice recorders.

The CiB, jointly with the Press Service of the Mol, produced two short movies encouraging communities to collaborate with the police and to timely inform about all crimes and delinquencies. The movies were broadcasted on the First National TV channel both in the Kyrgyz and Russian languages.

The CiB also provided the Press Services of Osh city and Batken Province Police Departments with access to the Internet, enabling them to quickly retrieve, upload and exchange information on public security matters. Five police booths in Osh city situated at strategic points around the city and serving to support and encourage effective police patrols were planned to be renovated and refurbished. However, the company that won the tender

did not provide services of required quality and standards, and therefore, renovation works had to be properly finalized in 2012.

In June, following the exchange of letters of interest between the Mol and the CiB, the project on establishing the “Community Policing Training Centre (CPTC) in Osh” was launched. The Training Centre, based at the Osh branch of the Secondary Police School, was to be renovated and properly equipped in order to serve as a platform for continuous professional development on different aspects of community policing for the Kyrgyz Police in the south of the country.

In order to ensure the faculty’s expertise and commitment, a team of trainers, consisting of two experienced and two younger trainers, was selected in co-operation with the Mol and received relevant training in Osh and abroad. In October, during a study tour to the United Kingdom and Turkey the trainers learned about core police functions and how they are supported in the community policing strategy by specialist units.

Following the study tour, the future instructors successfully completed a month-long training course in November-December, delivered by international trainers, focusing on participatory in-service training for those engaged in community policing and the application of interactive teaching tools in this process.

#### *Gender-Sensitive Approach and Gender-Mainstreaming in Policing*

In 2011, the PRP finalized the report on the gender analysis of the Interior Ministry’s personnel policy, which was carried out in late 2010. The analysis focused on two main aspects: 1) legal provisions and frameworks that regulate gender equality in the police organization; and 2) the extent to which these provisions are translated into practice, as well as the challenges that hinder mainstreaming of a gender-sensitive approach in policing. Professional opportunities for men and women police officers and their social rights were in the focus of the analysis.

The findings and recommendations were discussed at a two-day workshop with the Senior Management of the Mol and other central police structures. The recommendations in the final document were developed in line with the fundamental principles of gender equality and took into account the practical implications of their implementation in Kyrgyzstan’s police organization. The final document was handed over to the Mol for further consideration.

The PRP also continued to support gender mainstreaming activities of the Women Police Association. The Association was finishing the compilation of materials for wider public dissemination and worked on identifying further institutional priorities of the Association. Parallel to this, the organization was working on joining the International Association of Women in Police (IAWP).

### Public Order Management

Between 2 May and 18 June, the PRP, in co-ordination with other stakeholders, assisted the Mol and the Police Academy's Training Centre on Public Disorder Prevention and Conflict Resolution in organizing the theoretical and practical training for public order management units in the provinces. In total, 634 police officers and 14 new local instructors were trained on subjects, such as: safety of negotiators; evacuation of injured persons in the case of aggressive crowds; and seizure of instigators. The trainers submitted to the Mol a report with their recommendations on how to improve the harmonization of internal Mol documents and the police training capacity.

An international expert from Lithuania delivered a training seminar on "Management Skills During Public Disorders" for approximately 36 senior police officers of the Main Police Directorates of Bishkek city and Osh city. The two-day training course for each Police Directorate covered issues of responsibilities of senior Mol management during extraordinary situations.

### Criminal Police

The project activities supporting criminal police in 2011 mainly focused on capacity-building of forensic experts and investigators, and the further development of analysis-based policing in the Kyrgyz Republic.

A number of training courses conducted for the forensic experts addressed SONDA electronic fingerprinting, ballistic examinations of firearms and ammunitions and practical aspects of collecting DNA evidence. In order to improve practical skills of the Mol's investigators the PRP also rendered advisory support of international experts through training courses on counterfeit products expertise and different techniques of investigation in providing detection and investigation of crimes. The latter training was conducted by the Mol's instructors across the country with 200 police investigators participating.

In order to strengthen police officers' knowledge on crime investigation, 500 electronic guidelines with updated law regulations for investigators were prepared and distributed to regional police units of the Mol. The PRP provided also legal literature, special devices (police protecting lines, torches, rulers' tape measures) for the investigators of Bishkek city and the Chuy province.

47 sets of crime search kits were handed over to the Mol with the aim of enhancing investigators' crime scene management capacity in remote districts.

Four roundtables (two in the Issyk-kul and two in the Jalal-Abad provinces) for the chiefs of regional forensic and investigation police units were organized to promote interaction between these units. Around 100 participants discussed crime investigation and crime detection practices and how co-operation between the units can be improved. As a result of the event joint recommendations for further strengthening the police were worked out and presented to the Mol.

An international expert from Sweden conducted a five-day assessment of the Mol's Operational Analysis Department. As a result of the assessment recommendations were prepared for the further development of analysis-based policing of the Kyrgyz Mol. The recommendations were planned to be included in the 2012 projects.

Informational materials on the use of analysis-based policing and modern techniques such as Telephone Analysis were printed with financial support of the OSCE and distributed to police officers.

### Trafficking in Human Beings

During the reporting period, training material on specific skills required of the police in dealing with victims of crimes, including a part on interviewing victims of human trafficking, were developed in the Russian language, and a training-of-trainers course on the same subject was conducted for nine police instructors.

### Community Security Initiative in Kyrgyzstan

#### Background

On 18 November 2010, the Permanent Council, in its Decision No. 961, approved the Community Security Initiative (CSI) in Kyrgyzstan, to support Kyrgyzstan police in addressing the specific security situation after the June 2010 inter-ethnic violence in southern Kyrgyzstan, and its aftermath, and to contribute also to the long-term professionalism of the Kyrgyzstani police in providing human security for all communities, and without distinction as to ethnicity. At the same time, the project was planned to be a pilot initiative which contributes to the longer term, wider national police reform programme being led and strengthened by the Government of the Kyrgyz Republic.

Ensuing initial controversies and misunderstandings of primarily the Police Advisory Group antedating the CSI and of the revised project that became the CSI, there remained a certain lack of enthusiasm and suspicion on the part of various actors in Parliament and the Ministry of Interior. Throughout the first six months of the project its intrinsic sensitivity left an uncertainty as to whether it would be allowed to continue or have its mandate revoked.

Following the deployment in January and March of the group of 27 Police Consultants who were co-located in regional police headquarters and local police substations, working relations have successively and successfully been established with local counterparts. The process of building such relations i.e. gaining trust and co-operation was lengthier than expected but eventually successful.

Throughout the Fall, working relations on the ground remained positive and spirited. The introduction of Mobile Police Receptions (MPRs) in August boosted the possibility to engage communities, particularly in remote areas, and received much positive response from both the police and communities.

Parallel to this, the year saw political developments, which absorbed much capacity of the police and at times forced CSI activities to a minimum. A heightened general cautiousness could be noted in the context of the anniversaries of the 2010 revolution, the 2010 June events, the 20 Years of Independence anniversary, as well as the presidential elections.

The counterparts' motivational aptitude was and will continue to be strongly linked to perceived benefits. In that context the CSI stood the challenge of balancing the provision of what material aid has been deemed necessary or promotional for project purposes, with promoting a change in habits, attitudes and procedures which is at the core of the project idea. The work done thus far focused on putting in place an infrastructure and environment conducive to the development of a relationship as well as a working method enabling common approaches and joint initiatives to mutually perceived problems. Although no revolution of mindset could be witnessed a slowly increasing willingness and comprehension was built up as a foundation from which to escalate momentum and achieve transformation. Proof of this was shown by the increase of deliberately sought advice and training, in one case even in the area of criminal investigation.

In general the CSI enjoyed very good relations with Host Country institutions as witnessed by the former President during her surprise visit in August and the letter from the Minister of Interior in October both supporting the continuation of the CSI.

### *Building of Confidence between Law Enforcement Agencies and Communities*

Most notably the CSI was able to establish dialogue and co-operation between its police counterparts and communities. Throughout the year, it trained and mentored Neighbourhood Inspectors in basic community policing techniques and concepts. The CSI improved the capacity for outreach and outlook of the local district police forces. Furthermore, it empowered citizens to involve themselves in the resolution of their own security needs.

The fundamental means for achieving these undertakings have been the establishment of the various instruments of the project as well as the embedding of the International Police Consultants in district substations and regional headquarters.

The instruments introduced by the CSI included the Community Safety Working Groups (CSWGs), the Mobile Police Receptions (MPRs) and the Community Initiative Fund (CIF).

CSWGs were established in the spring of 2011 as a primary initiative by the CSI. They bring together district police inspectors and community representatives on a monthly basis. They are chaired by either the Chief of Neighbourhood Inspectors or the Chief of Public Peace and Order. With some variety among the districts the agenda has most often been prepared by the CSI though technically it should be done by the chairman. The CSI was pushing for greater ownership of the meetings by the police and started to properly hand over this preparation to the chairs. The meetings enabled discussion on community-related problems and possible solutions.

While the issue of police violations was only once brought to discussion in 2011, there were discussions on a wide variety of community-related social, administrative and petty crime-related matters. However, the utilisation of the forums' potential to propose solutions was somewhat untapped. Nevertheless, CSWGs were successfully used to plan various small projects, joint events and MPR schedules with broad input on best locations to visit.

Co-operation with Local Crime Prevention Centres (LCPCs). These security structures have been set up at the community level by the MOI since 2006. In 2011, there were over 560 such centres existing in the country. They are local commissions composed of representatives of local administration, youth groups, Aksakal Court, woman groups and community police officers dealing with issues of security at the community level. In 2011, the CSI was also closely co-operating with these structures, introducing the concepts of CSWGs and MPRs to them and jointly organizing numerous community events.

The MPRs were deployed in late July and began operations in August. The MPRs were first introduced during two specifically organized Police Open Days and have been present at other similar events or celebratory occasions. They were suspended during the presidential election period and subsequent inauguration in order to deploy Neighbourhood Inspectors within other security arrangements. Since their start of operation several thousands of people were made familiar with the MPRs and they visited over a hundred different settlements. They collected numerous complaints of both criminal and administrative nature as well as general community problems. The former being forwarded to duty officers and the latter to Neighbourhood Inspectors. One pertinent feature of the CSI's engagement with local and international organizations was to vouch for the MPRs and thus assist in raising positive awareness about and trust in them.

The CIF was introduced as an instrument to generate small project activities which specifically target problems encountered by the MPRs or otherwise identified in the CSWG.

In addition to being used for funding small community events, sports events and Police Open Days, the CIF was also used to fund jointly planned campaigns, or to provide for material instalments if deemed beneficial. These projects provided the basis for both improving co-operation between the CSI and its counterparts, and also for enhancing Police-Public Partnership. Small problem-solving initiatives such as painting road crossings or assisting with passport applications helped to generate a spirit of good will and increased the level of confidence in the police service which might encourage citizens in the future to address the police with more serious problems.

The CSI attempted to set up a system where problems of the communities are reported to the MPRs to be subsequently presented to the CSWG in order to identify, propose and implement solutions sometimes using the CIF. While the CSI invested significant efforts in providing conceptual, infrastructural and capacity-building support in establishing this system in 2011, further support was needed in 2012 to make the system work flawlessly.

### *Respect for and Protection of Human Rights by the Police*

By the end of 2011, the issue of human rights violations by law enforcement structures was still of great concern to the CSI and its national and international partners. Throughout the year, the CSI and its partners received reports of arbitrary arrests, abuse and extortions. At the same time there continued to be a lack of a co-ordinated mechanism within the donor community to properly map and/or keep a database of reported human rights violations, which in turn the CSI could use to reference in a systematic way in its priority districts.

In the second half of the year, the CSI joined a Human Rights Working Group chaired by the OHCHR and engaged in discussion with a wide variety of NGOs in order to promote and gain support for its activity, in particular the MPRs, and also to explore what other possibilities there could be for interaction.

In its efforts to directly address the issue of human rights training for the police, the CSI was only able to carry out one specifically targeted training on human rights for a group of Neighbourhood Inspectors. However discussions were held on more elaborated training to be carried out in early 2012. There has not been any movement in the establishment of a viable monitoring mechanism in the Mol, proposed by the CSI. However there has been some notable advancement in light of the establishment of a Civil Oversight Council in Bishkek. At the end of 2011, the insight, impact, power and reach of this council was still in an early phase of development and had not yet become effective in the south of the country.

Experience has shown that the community policing section of the Kyrgyz police, with whom the CSI is dealing, is the one being least exposed to opportunities for making money and, as a result, is less infected with corruption and rights abuse. This has allowed the establishment of a foundation for co-operation and a base to develop the issue of police ethics including human rights in other areas of policing. To achieve tangible results the Mol has to consider developing and controlling police ethics standards as a priority. Unfortunately, no real progress has been visible in this respect over previous years.

Through the MPRs and the CSWGs much potential exists for positive developments mainly with respect to the role of the public in advocating and requesting positive changes in police performance. While the MPRs provide outreach and service they also provide information about where to find assistance. Through the CSWG meaningful dialogue and action can provide an impetus as in the example of the *Citizens' Rights Brochure* (in relation to police) which was proposed, debated, worked out, and going to be printed in early 2012.

### Multi-ethnic Policing

The area of Multi-ethnic Policing presented yet another challenge in 2011. The CSI had envisaged to provide support to the national authorities in policy development and in its implementation through training, as well as in raising awareness of the issue among the population.

However, there has been no positive progress whatsoever on behalf of the concerned authorities. Strong nationalistic tendencies became a key element of Kyrgyz politics and the problem of ethnic representation was, for the time being, systematically ignored.

The CSI was not permitted to provide targeted training on this matter. Nevertheless, it can be said that the CSI training on community policing and human rights still covered certain aspects of multi-ethnic policing. Furthermore, professional support was given in the everyday interaction of the CSI Police Consultants with their police colleagues and there were individual cases of positive results and changed behaviour.

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## **4.13 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. The OSCE Office in Tajikistan (OiT), upon request from the Republic of Tajikistan, further expanded its police assessment activities in undertaking a broad programme regarding legal, administrative, technical and operational reform in order to modernize and strengthen the law enforcement capacity and institutions.

All projects mainstreamed a change management approach in the implementation of police reform. The OiT took a cross-dimensional approach to police reform in order to ensure a coherent approach and mainstream all aspects of gender, anti-trafficking and human rights in the reform process.

Important elements of the programme were also the establishment of and support to the thematic co-ordination and donor group for all international missions and organizations supporting Tajikistan in the field of police reform and law enforcement development as well as measures to ensure the regular participation of representatives of the Ministry of Internal Affairs (MIA) in the group meetings.

Furthermore, the Office provided the framework to explore strategic priorities combating terrorism under consideration of human rights and skill development of operational managers. The Office enhanced the capacity to develop an appropriate curriculum to train senior management and operational managers to apply methods of prevention of terrorism and strengthen the partnership with the community.

In 2011, the OiT's police-related activities were undertaken by seven international and five national staff members.



### Strategic Planning and Development

Upon request from the MIA, the OiT invited two highly experienced police reform experts to conduct a five-day “Strategic Planning Workshop” for Regional Commanders to increase the ability of police managers to respond to the envisaged change management. From 28 February to 4 March, the OiT organized a “Strategic Planning Workshop” for 17 Senior and Mid-level Managers, and Regional Commanders of the MIA in Dushanbe aimed at increasing the ability of police managers to apply the theory of strategic planning in practice. The workshop provided detailed introduction into strategic and alternative thinking to widen the thinking ability of the participants. Learning different ways of thinking, such as analytical, conceptual, creative, critical and intuitive thinking was followed by exercises. Experts from the U.S. Embassy facilitated a day on integrating community policing into strategic planning. Workshop participants emphasized the importance of police-public partnerships and collaborative problem-solving to create safer communities. All participants identified plans to transform the theory learned in the workshops into practice engaging in activities to support the police reform changes.

Upon request from the Government, the Office drafted a MoU for the envisaged police reform in order to ensure a successful commencement of the police reform and implementation of the identified road map. On 8 April, the MoU was signed by the Minister of Internal Affairs of the Republic of Tajikistan and by the Head of the OSCE Office in Tajikistan. The ceremony was also attended by several Ministers and heads of agencies of the Republic of Tajikistan, and by the heads of diplomatic missions and embassies accredited to Tajikistan. According to the MoU, a Police Reform Steering Group on Police Reform was to be established, tasked with developing the Programme on Police Development and Reform. In addition to the government agencies as members of the steering group, representatives of donor countries, international organizations and NGOs were also foreseen to be involved in the Programme’s development. The MoU provided the policy framework of Tajikistan’s police reform change management by defining the government’s strategic vision, objectives and priorities for the coming years. The main purpose of the MoU, and the activities within it, was to serve as a platform for the establishment of the institutional structures and systems needed to develop an efficient, effective, accountable and professional police service that is responsive to the needs of local communities, and works in partnership with other parts of the justice system within a sector-wide approach to security, safety and justice.

From 13-22 May, the OiT, in co-operation with the MIA of Tajikistan, the MIA of Croatia, the U.S. Embassies in Tajikistan and Croatia and the OSCE Office in Zagreb, brought ten senior Tajik law enforcement officials together with their counterparts in Croatia to examine the regulatory structure and on-site implementation of Croatia’s police reform. The Tajik delegation headed by the Deputy Minister met with the State Secretary of the Croatian MIA and discussed similar challenges facing law enforcement officials in both countries. Tajikistan’s senior police representatives also met with counterparts in operational areas of the Croatian General Police Directorate, including Internal Control, the Criminal Police, including the Special Unit for Combating Corruption and Organized Crime, the Forensic Laboratory, the Police Academy, the K-9 Centre, the Directorate of Legal Affairs and Human Resources and the Special Police. A special focus of the visit was community policing, including relations with media and the public. The Tajik delegation made field visits to Zagreb’s central dispatcher centre, to community-level police stations in Zagreb, Samobor, Ivanec and Varazdin, as well as to two border crossing points at very different areas of the Croatian-Slovenian border. As in Tajikistan, the police reform process in Croatia has developed parallel to ongoing legal and judicial reform processes. So as to ensure a cross-dimensional approach that can help integrate human rights and gender, and as part of the Office’s cross-dimensional approach to police reform, the Head of the Office’s Human Dimension Department participated in the study tour. Her particular focus in the study was on how co-ordination was designed and implemented within the overall process of criminal justice reform. As a follow-up a meeting with all participants of the study tour was organized

to identify approaches and strategies from the lessons learned of the MIA of Croatia to be included into the police reform strategy of the MIA in Tajikistan.

From 16-23 September, the Counter Terrorism and Police Programme conducted focus group and individual interviews in the Tajikistan MIA and in the Community Policing pilot sites of Gharm and Kayrokkum. In these sessions, the Programme surveyed participant perspectives on goals, concerns, indicators, and methods for police reform in general, with specific focus on systematic civil society integration. The focus group goals included:

1. Engaging and informing stakeholders;
2. Gauging support for civil society participation;
3. Gathering information needed to align programme design with participant needs;
4. Providing a baseline for ongoing monitoring and evaluation; and
5. Strengthening the OSCE's ability to advocate for substantive civil society participation in the Police Reform Programme.

The sessions were arranged with support from the MIA, OSCE Field Offices, and the Emergence Group (the implementing partner of the U.S. Embassy for the Community Policing Programme). In order to broaden engagement and improve validity, the Programme was exploring further sessions at the MIA and the remaining Community Policing pilot site in Dusti. The Programme's plan was to integrate these sessions into an ongoing process that combined systematic civil society participation with substantive OSCE monitoring of the Programme's impact throughout the country. On 28 September, the OSCE presented the general, anonymous findings of the focus groups as well as an initial proposal for systematic civil society integration at the first "Operational Congress of the Police Reform Working Group" in Dushanbe.

On 28 September, the OiT and the MIA jointly supported the "1<sup>st</sup> Police Reform Working Group Meeting", which was a major step towards implementing Tajikistan's police reform in line with democratic principles. The meeting included a presentation on the Police Reform Strategy entitled "The Future of Law Enforcement in Tajikistan" by OSCE experts, the inauguration of the OSCE/MIA Police Reform Co-ordination Office, and a discussion of key documents and the issue of implementation planning. The OSCE and MIA invited the leaderships of the Embassies of the European Union, France, Germany, Kazakhstan, the Russian Federation, the United Kingdom, and the United States to be permanent members in the Steering Group Meetings.

In October, the OiT Counter Terrorism and Police Unit developed and proposed a system for substantively integrating Tajikistan's civil society in the design, implementation, and monitoring of the National Police Reform Programme. The Unit designed the proposal guided by the findings from focus groups and interviews conducted with Police Reform Operational Steering Group members in the MIA as well as civil society representatives from Dusti, Gharm, and Qayroqqum. The proposal establishes a Civil Society Support Group of community leaders and rights experts from the greater Dushanbe area that was going to work in co-ordination with elected community representatives from the Badakhshan, Khatlon and Sughd provinces and the greater Rasht Valley region. These representatives were going to meet with the Police Reform Operational Steering Group three times per year at "National Police Reform Partnership Meetings" in Dushanbe.

Throughout the rest of the year, the Police Reform Programme worked with OSCE field offices and a Badakhshan partner organization to conduct community outreach, local meetings, and communication with the Operational Steering Group. The system also enabled the integration of donors and relevant national and international organizations. Based on the planning and outreach conducted in 2011, implementation of the civil society participation system was designed to begin in 2012 as an extra-budgetary activity.

In the area of enhancing co-ordination and information sharing between international organizations and donors, the Office maintained and up-dated two matrixes in English and in Russian including two types of information: firstly, information on border related projects (any projects linked with border issues, e.g. law enforcement, cross-border trade) in Tajikistan; and secondly, information on border and law enforcement-related training courses in Tajikistan. Information was provided by the members of the Borders International Group (BIG). Moreover, the Office provided border and law enforcement-related project information for the UNODC/Paris Pact-sponsored internet-based Automated Donor Assistance Mechanism (ADAM)<sup>23</sup>. In addition, the Office organized meetings of the BIG Sub-group on Border and Law Enforcement Training. Chairmanship of the meeting rotated between the Office's Police Unit and Border Unit.

### Counter-terrorism and Police

Following up to the assessment undertaken in March/April 2009, the Office had started to implement two projects in the field of preventing Violent Extremism and Radicalization that Lead to Terrorism (VERLT) in Tajikistan. In 2010, the Office had also continued the assessment phase of a second extra-budgetary project on "Counter-Radicalization Capacity Building in Tajikistan". Building on the other project's successful pilot assessment in Sughd, this project aimed at a country-wide assessment of VERLT trends in Tajikistan. With the support of a local research NGO, a survey had been conducted among 3,500 respondents across 224 interview locations covering all but one of the country's districts. Based on the results of both the survey and focus group discussions held with civil society representatives in seven local communities around the country, a comprehensive study was completed in March 2011 by a consultant. After negotiations with the Centre for Strategic Research it was planned to publish the report in the spring of 2012. The capacity of domestic agencies dealing with aspects of VERLT was to be enhanced, preventive approaches to be promoted and the co-operation of government bodies with civil society actors in this sphere to be strengthened.

From 28 September to 8 October, the OiT, upon request from the MIA, organized a ten-day workshop for 12 law enforcement commanders of OMON in order to support the anti-terrorism approach of the Ministry in responding to violent extremism and terrorism. The workshop focused on change management and included gender and human rights matters within the operational sphere of tactical approaches. Two experienced trainers conducted the workshop in which participants learned tactical approaches to combat terrorism according to democratic principles. Furthermore, participants learned how to identify changes in the current police mandate and structure, and to do strategic planning in the fight against terrorism.

From 4-5 October, the Counter-Terrorism Unit participated in a two-day workshop in Bishkek devoted to "Community Policing Tools to Counter Violent Extremism and Radicalization that Lead to Terrorism" organized by the OSCE Secretariat and the OSCE Centre in Bishkek, in co-operation with Kyrgyzstan's Ministry of Interior. The Office funded the participation of the Head of the Anti-Terrorism Unit of the MIA to participate and enhance his skills and experience on this topic (see also chapter 3.1). Workshop recommendations addressed specifically: 1) the improvement of the legislative base of Kyrgyzstan, and Tajikistan; definition of the specific terms of radicalism, extremism and community policing; 2) the increase of the capacity of the police and its accountability to the community; and 3) the establishment of Working Groups at the Academy, which would include international experts;

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<sup>23</sup> The Automated Donor Assistance Mechanism (ADAM) is an Internet-based tool for the co-ordination of technical assistance in the field of counter narcotics (i.e. supply and demand reduction). This tool has been developed by UNODC within the framework of the Paris Pact Initiative, a UNODC-led partnership of more than 50 countries and international organizations, which aims to counter traffic in and consumption of Afghan opiates. ADAM is designed to automatically provide partners with essential information in order to avoid the duplication of activities and projects, as well as co-ordinating donor assistance.

the development of educational materials on the prevention of extremism and radicalism; and the work with religious leaders and the media.

Representatives of the Counter Terrorism and Police Unit from the OiT participated in a series of activities aiming to address the phenomenon of VERLT. A representative of the Unit participated actively in an expert roundtable followed by a plenary conference organized jointly by the United Nations Interregional Crime and Justice Research Institute and the International Centre for Counter-Terrorism, dedicated to the topic of “De-radicalization of Convicted Violent Extremists”, held in The Hague on 6-9 December. On 12 December, another representative of the Counter Terrorism and Police Unit took part in an OSCE expert roundtable in Vienna focusing on the prevention of women terrorist radicalization. On 9-11 December, two other members of the Unit, accompanied by a representative of the Garm field office, participated in a workshop held in Antalya, examining the prevention of VERLT through community policing. Representatives of the Unit also attended a forum on experiences in promoting tolerance to prevent radicalization of Tajik youth, organized in Dushanbe on 19 December by International Alert.

Following a year of joint capacity-building and collaborative problem-solving, the Dusti Community Policing Partnership Team (CPPT) opened three Community Policing Centres (CPCs) on 12 October. The CPCs will provide space for police and community members to jointly solve community problems in order to prevent crime, improve safety, and enhance quality of life. The CPCs are located in three territorial police inspectors' offices in Dusti, Panj and Telman. The U.S. Embassy/Bureau of International Narcotics and Law Enforcement Affairs (INL) has been a committed partner in the development of community policing, which is an integral part of the police reform promoting the trust between the police and the citizens. Through its community policing project implemented by the Emergence Group, it provided assistance to establish the CPCs, including materials for renovation, office furniture, and equipment. The CPPT organized the events. The CPPT also used some of the funds to address two community problems: the lack of employment and vocational skills for women and girls; and the lack of recreational activities for youth leading to increased youth crimes. A sewing centre with four machines was established in the Panj CPC and sports equipment was purchased, including volleyball nets, balls, and uniforms for two girls' teams, and soccer uniforms and balls for two boys' teams. Representatives from the MIA, including the Central and Khatlon Region Heads of the Public Order Protection Directorate and the District Commander, the local government, and the community attended the ribbon cutting ceremonies in all three locations. The Mayor expressed his deep gratitude for assistance and congratulated the CPPT on their efforts to create a positive working environment for developing police and community partnerships and responding to community needs.

In the field of tactical strategic planning, the OiT, from 11-16 April, supported a “Tactical Strategic Planning Workshop” for 22 special operations enforcement commanders and team leaders in order to support the country's police reform and the skill development approach to counter transnational threats and terrorism in line with democratic principles. The Office organized a one-week tactical planning workshop for the commanders and team leaders from Dushanbe and other detachments in Tajikistan. The need for a standardized tactical option with the ability to plan as well as to integrate and interoperate across the operational spectrum has become more pressing than ever before. The respective organization must be well trained, well equipped, highly motivated and able to conduct a variety of tasks in various environments at a moments notice through a well defined, systematic tactical law enforcement decision making process. That means quicker response and an ability to lock down a situation and await further reinforcements or, if required, resolve the crisis. The workshop examined the role of anti-terrorism operational units and the role of other law enforcement managers combining a coherent approach on counter-terrorism activities and conducting threat assessments. Participants learned the basic and advanced principles of strategic planning, to position the assault team as well as the sniper team, and to interact in the most efficient and safe way to accomplish the mission. Specific focus was given to the

Rules of Engagement and the use of force according to democratic principles to successfully combat violent extremism and terrorism while upholding Human Rights at the same time. Upon completion of the gap analysis in the skill development approach of the Anti Terrorism Unit (OMON) the need of an additional training-of-trainers course was identified. Therefore, funds have been re-allocated in order to respond to the request of the training-of-trainers course to develop a trainer team for the Anti-Terrorism Assault and Sniper Teams. The training-of-trainers course was conducted in September.

In response to the request of the MFA, MIA and the Border Guards, the Office, together with the ATU, and in co-operation with INTERPOL, organized a technical assessment visit to Tajikistan in order to connect ten Border Crossing Points (BCPs) with a real time connection (I 24/7) to INTERPOL in Lyon. The project was funded by Norway and allowed equipping BCPs and training officers on INTERPOL equipment. At the end of 2011, the final approval was still pending.

Upon request from the Ministry of Foreign Affairs and the MIA, the OiT, together with the ATU, and in co-operation with the IOM, organized a workshop to present the project ideas on a coherent Identity Management project aiming to enhance the enrollment of travel documents and the complete identity management. The workshop was followed by numerous meetings with stakeholders within the MFA's Foreign Affairs Consular Department and the MIA's Registration Departments for Passports in order to gather information on the Identity Management Process in Tajikistan. Furthermore, from 11-17 July, an assessment visit took place at one border outpost. The technical assessment examined the needs of all institutions related to the process of issuing passports and identity cards. The result of the technical assessment visit was to be used to formulate explicit recommendations, which would be shared with the Tajik Government and potential donors. Enhanced Identity Management will mitigate the risk of transnational threats and specifically reduce the risk of obtaining false identities by criminals and terrorists.

#### Counter-terrorism and Prosecutors

From 20-24 June, the Human Dimension Department's Legal-Judicial Reform Unit supported training for 30 prosecutors conducted jointly by the Prosecutor's Training Institute and the local NGO Human Rights Centre. Participants from throughout Tajikistan discussed procedural guarantees of human rights in pre-trial investigation, court proceedings and during detention. International trainers from Georgia and Serbia introduced participants to the various definitions of terrorism in international law and to the international human rights framework and its application in cases of alleged terrorism. Trainers from the Office of the Prosecutor General lectured on provisions of local legislation related to terrorism and extremism, as well as on particular policies for their implementation. Participants were especially interested in understanding the line between extremism and terrorism and engaged in a fruitful discussion about how certain acts should be qualified according to domestic and international legislation.

#### Human Rights and Police

The OiT, in co-operation with ODIHR, conducted an assessment for the upcoming project "Trainer Development in the Field of Human Rights and Terrorism". The project envisages the development of ten trainers from the MIA Academy, Police Academy and the Higher Academy of the State Committee for National Security.

From 22-24 June, ten Instructors from the MIA Academy, the Police Training Centre and the Higher School of the State Committee on National Security gathered with representatives of ODIHR and the OiT to discuss how to reinforce and build their capacity to understand and protect human rights while countering terrorism. This occasion marked an important step in

integrating a full course on countering terrorism while protecting human rights into the regular curriculum of key national institutions in Tajikistan. The initial course reflected a key element of ODIHR's mandate to provide technical assistance and support to participating States in the development and implementation of effective counter-terrorism strategies. It was also good fit for the OSCE OiT police reform activities to foster the skill development of operational managers dealing with counter-terrorism. During this seminar, all participants, together with OSCE officials, brainstormed on the challenges and different approaches to teaching human rights to law enforcement officers in Tajikistan. This workshop was the start of an 18-month long process of developing trainer skills for drafting and implementing a core curriculum on *Human Rights and Terrorism* embedded in the respective curricula of each training institution. The training builds on momentum gained from various roundtables and workshops held before in Tajikistan by ODIHR and the OiT.

On 14 October, ten instructors from the Academy of the MIA, the Police Training Centre and the Higher School of the State Committee on National Security gathered a second time with representatives of ODIHR and the OiT to discuss how to reinforce and build their capacity to understand and protect human rights while countering terrorism. Within the framework of this project, progress since the last workshop was discussed with a focus on the development of the new curriculum on *Human Rights and Terrorism*.

#### *Drug Prevention and Community Policing*

On 24 June, a "Drug Prevention Campaign" commenced in Dushanbe running until September in the Khatlon and Soghd regions. The Campaign was part of the implementation of the national drug strategy endorsed by the President of the Republic of Tajikistan. The main focus of the Campaign was to disseminate information about drug trafficking and drug abuse reaching out to the communities, with a specific focus on the youth. As a special event during the Campaign, the OiT, together with its partners organized a "Rap against Drugs" concert on 24 June. The event facilitated co-operation between law enforcement agencies, local authorities and community members in identifying community problems, such as drug trafficking and drug abuse, to combat this phenomenon and create a safe environment for all citizens.

#### *Freedom of the Media and Police*

The Office contributed analysis, local case studies and conceptual input to the development of a "Public and Media Relations Course" targeting law enforcement government spokespersons. From 24-28 October, the course was implemented by the U.S. Embassy/INL. The course introduced skills to inform and deal with the media in routine and crisis situations and took into account the recent series of conflicts between independent print media and officials from the security sector government bodies (Ministry of Interior, State Committee for National Security). The aim of the course was to professionalize the media relations of these agencies, to raise understanding of legitimate needs to inform the public through the media and to develop tolerance for critical reporting.

On 4 November, the OSCE Representative on Freedom of the Media, during her first official visit to Tajikistan, addressed the issue of civil law suits against print media filed by representatives of the Ministry, emphasizing the chilling effects of high damage awards in civil cases on free media. She encouraged public officials to show a higher degree of tolerance and not view criticism by the media as personal attacks. She also suggested that the Media Council, a self-regulation institution established two years ago with assistance from the OSCE, could serve as a platform to resolve conflicts.

### Implementation of the Code of Criminal Procedure

A project of the Human Dimension Department's Legal-Judicial Reform Unit highlighted gaps and areas for improvement in the new *Criminal Procedure Code* (CPC) and its implementation by law enforcement, prosecutors and judges, with a particular focus on areas of the CPC that provide additional protection for individuals during detention and pre-trial investigation. The project, implemented by the NGO Human Rights Centre, in close co-operation with the Office of the Prosecutor General, provided training for over 100 prosecutors from around the country on torture prevention, as well as fair trial rights and guarantees of human rights in terrorist and extremist prosecutions. In the frame of the project, civil society representatives held regular meetings with defence attorneys to identify cases of torture and ill-treatment and trace the procedural elements that lead to these human rights violations. Three public discussions brought together defence attorneys, representatives of law enforcement, prosecutors, judges, and civil society activists to discuss legislative and practical measures for strengthening rights guarantees in the criminal process. A final roundtable, conducted by the Human Rights Centre together with the Office of the Prosecutor General, resulted in 39 recommendations by the Human Rights Centre on strengthening the rights guarantees that were formally conveyed to the Executive Office of the President, Parliament, the Supreme Court and the Prosecutor General's Office.

### Detention Standards

Through training courses in Khujand and Kurgan-tyube, conducted jointly with the Office of the President, the Human Rights Ombudsman, the Office of the Prosecutor General and the Tajik National University, the Human Dimension Department's Legal-Judicial Reform Unit introduced 60 penitentiary officials to international standards for the treatment of persons deprived of liberty. The international trainer involved in the training courses, a former member of the Council of Europe Committee for the Prevention of Torture, held parallel discussions in Dushanbe and Khujand to share international best practices of using domestic legal mechanisms to elicit official reactions in cases of torture and ill-treatment. Through a programme jointly organized by the UK Embassy and the Office, a renowned penal reform expert shared her expertise with government officials, civil society representatives and law students specializing in corrections policy. Through the provision of training and expert consultations for 30 members of the Coalition for the Prevention of Torture, the Legal-Judicial Reform Unit, together with several members of the Ombudsman's staff, strengthened the capacity of civil society organizations to design and implement human rights monitoring projects with the goal of assessing the situation of rights observance in closed institutions. Human rights monitoring projects designed during the training were going to be conducted jointly by civil society and the Ombudsman's Office in the first half of 2012 in order to prepare a report to the UN Committee against Torture.

### Trafficking in Human Beings

The previous *National Action Plan to Combat Human Trafficking* expired at the end of 2010 and a new plan was adopted by the Government of Tajikistan in March 2011, covering the period 2011-2013. The Government of Tajikistan's Inter-Agency Commission to Combat Human Trafficking extended an invitation to the Office to participate in the working groups developing the country's second *National Action Plan to Combat Human Trafficking* and, subsequently, the set-up of a National Referral Mechanism. The 13-member Working Group included government representatives, among them MIA officials, who had earlier taken part in OSCE anti-trafficking training, and also civil society representatives. The Human Dimension Department's Gender and Anti-trafficking Unit submitted detailed recommendations for the new draft *Action Plan* and, after its adoption, supported its translation into the Russian and English languages; and jointly with the U.S. Embassy and the IOM, supported its trilingual publication in 500 copies.

On 31 March, the OiT supported the first-ever public plenary meeting of the Inter-Agency Commission to discuss the implementation of the newly-adopted *2011-2013 National Action Plan*. The session was held at the OSCE Office in Tajikistan. 30 government bodies, represented by Deputy Ministers and Heads of Executive Departments, examined how co-operation within the government could address complex challenges related to legal reform, law enforcement, education, border management, protection of children, seasonal labour and support to victims of trafficking. Among those attending the plenary session were the Deputy Ministers of Internal Affairs, Justice, Foreign Affairs, Finance, Labour and Social Protection, Health, Economic Development and Trade, Education and Culture; Heads of Executive Departments from the Office of the President, the Supreme Court, the Prosecutor General's Office and the State Committee on National Security; as well as Tajikistan's regional authorities. Representatives of civil society, international organizations and diplomatic missions also took part.

In 2011, the OiT's Gender and Anti-Trafficking Unit also facilitated a quarterly high-level "Dialogue on Combating Trafficking in Human Beings" that was chaired by the state Interagency Commission to Combat Human Trafficking and the Ministry of Foreign Affairs.

In April, the OSCE Field Office in Khujand hosted the first meeting of the "Dialogue on Trafficking in Human Beings" in the Sughd Province. The meeting which was chaired by the Inter-Agency Commission to Combat Human Trafficking was attended by 35 persons, including representatives of the Ministry of Foreign Affairs, local authorities, civil society and international organizations. Following presentations illustrating the activities of the Inter-Agency Commission, participants visited two local shelters for victims of trafficking, one managed by the local authorities, and the other one managed by a civil society organization supported by international organizations. The Office also attended the second Dialogue in Sughd in November, which was hosted by the local government branch in Sughd, and was organized by the Inter-Agency Commission to Combat Human Trafficking and the Ministry for Foreign Affairs.

In 2011, the Gender and Anti-Trafficking Unit continued to support the creation of a National Referral Mechanism, a key priority outlined in the newly adopted *National Action Plan*. Together with the Inter-Agency Commission to Combat Human Trafficking and civil society representatives, the Office organized a workshop in June 2011 to discuss the creation of a National Referral Mechanism for victims of human trafficking. The five-day workshop was attended by 20 participants representing the Executive Office of the President, the MIA and the Police Academy, the Ministries of Defence, Labour and Social Affairs, Justice, Health, Finance, the State Committee for National Security, the Committee for Youth, Sports and Tourism, the Supreme Court, the Prosecutor's Office, the Danish Refugee Council, the IOM, and the NGO Femida. The workshop provided a platform for governmental and non-governmental organizations to exchange views on support mechanisms, discuss case studies and map the way forward.

With support from the Gender and Anti-Trafficking Unit, the Police Academy expanded the cadre of trained instructors and deepened the application of interactive teaching methodology skills in the "Anti-trafficking Investigations Course" established in 2010 as a permanent element of the curriculum. In collaboration with civil society experts, Academy instructors also trained investigators of the Prosecutor General's Office.

As soon as the course began in mid-December 2010, it became clear that furthering the application of an interactive teaching methodology would strengthen the course's sustainability and attractiveness to the teaching staff at the Academy. Therefore, the Gender and Anti-Trafficking Unit supported additional work with the Academy's instructors. Recognizing that the modern, interactive teaching methodology is different from the general teaching methodology of the Academy, the Unit supported the Police Academy with refreshment sessions. On 29 October, the Unit began a week of advanced interactive



methodology training for instructors, focusing on the facilitation of feedback, lesson planning, group dynamics and classroom management. Using the interactive methodology and anti-trafficking course materials, Police Academy instructors trained prosecutors in 2011.

From 24-26 October, the OiT's Rule of Law and Human Rights Unit, in response to a request from the Prosecutors' Training Institute, conducted a co-operative training on "Anti-trafficking and Domestic Violence" for 28 investigators of the Prosecutor's Service. Trainers included representatives of civil society, investigators from the Office of the Prosecutor General and instructors from the Academy of the MIA.

### UNSCR 1325: Gender and Security

In October, the OiT's Gender and Anti-Trafficking Unit supported the participation of a female MIA representative at the conference on "UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE" organized by the OSCE Secretariat's Gender Unit in Sarajevo, Bosnia-Herzegovina. The conference, which was attended by over 100 representatives of governments, the security sector, civil society and international organizations, focused on the development, execution and monitoring of National Action Plans to increase female representation in the security sector, improve protection of non-combatants from the hazards of armed conflict, and create climates in which observance of human rights can lead to a reduction in factors leading to armed conflict.

### Gender-sensitive Policing

In March, the OiT's Gender and Anti-Trafficking Unit supported the participation of five female police inspectors from the MIA's pilot gender-sensitive police units in Dushanbe, Khujand, Kulyab, and Kurgan-Tube in a training programme on "Domestic Violence" organized by the Swiss Cooperation Office in Dushanbe. The training addressed signs, characteristics, forms, patterns, causes, consequences and risk factors of domestic violence and provided an opportunity to further linkages between local police and community organizations attempting to address domestic violence.

In April, the Gender and Anti-Trafficking Unit, together with the MIA, formally established the specialized Domestic Violence Units at pilot police stations in Kulyab and Kurgan-Tube. In each pilot station, one office was renovated to be more family-friendly, and staff, including at least one female inspector in each office, was trained to handle cases of domestic violence. The MIA developed a reporting process utilized by these units to collect information about individual cases, families and communities. In June, the Office hosted a second specialized training course for 20 police inspectors on domestic violence. The training was conducted by senior staff of the Ministry and the Academy of the MIA and included a visiting lecture by an expert from the Philadelphia Police Department (sponsored by the U.S. Embassy) who familiarized training participants with the concept of community policing.

In August, the Gender and Anti-Trafficking Unit, in co-operation with the MIA, held three roundtables in Khujand, Kulyab and Kurgan-Tube to review the work of the five pilot Domestic Violence Units. Each roundtable was attended by approximately 20 persons from the Ministry, local police, local government, civil society and communities. Participants discussed achievements of the special units as well as challenges to their continued effectiveness. Some of the challenges were linked to procedural issues that limited the inspectors' freedom to act and to change societal attitudes toward domestic violence, while others were based on material and financial limitations at the police stations. Recommendations were made in each of the roundtables aimed at improving the effectiveness of the police units and strengthening the relationship and co-operation with other actors involved in the prevention of domestic violence and the protection of victims' interests.

In October, the OiT, in the frame of the Gender and Anti-Trafficking Unit's nation-wide mapping of best practice in community approaches to addressing domestic violence, met with representatives of the Domestic Violence Unit in the Firdavsi District of Dushanbe. This Unit had developed a referral system that included crisis centres, medical care providers, religious and local leaders, local government structures, schools and NGOs.

In November, the Office supported a cross-dimensional initiative in which the MIAs of Tajikistan and Croatia shared expertise and experience on police reform and response to domestic violence with community policing experts, civil society organizations and community crisis centres. On 28 November, the Head of the Department for EU Integration, Implementation and Monitoring of Projects at the Croatian MIA, began a five-day visit during which he met senior police officials, including the First Deputy Minister of Internal Affairs, as well as members of the Ministerial Working Group on Police Reform and the Ministerial Working Group on Gender-Sensitive Policing. Meetings were also held at the Police Academy, as well as with representatives of the Press Centre of the MIA and local journalists. In Dushanbe and Kulyab, the Croatian police official visited three Domestic Violence Units that were equipped and trained by the Ministry and the OiT. In Kulyab, he also met civil society activists, lawyers and counsellors who have been working with the Women's Resource Centre, supported by the Office.

In November, the Gender and Ant trafficking Unit supported the Academy of the MIA and the NGO Prevention against Domestic Violence in reviewing the material produced for the Academy's new mandatory course on domestic violence. An international expert made suggestions to the course material, and participated in the training when it started at the Police Academy. The course was developed jointly by the Academy, the NGO Prevention against Domestic Violence and the Office and covered basic terminology, the legal framework, a definition of victims, references to religion, and police on-site response to domestic violence. On 3 December, the Police Academy of the MIA began its new 20-hour mandatory course on domestic violence. 175 students in the third year of the Academy completed the course in 2011.

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#### **4.14 The OSCE Project Co-ordinator in Uzbekistan**

##### Background

Since 2007, the PCUz has been providing assistance to the Police Academy under the Ministry of Internal Affairs. Within this ongoing project focusing on co-operation in improving training and exchanging experience, special attention is paid to retraining and the professional development of specialists in enhancing public security, crime prevention, and major issues such as terrorism, extremism, drug trafficking, and human trafficking.

### Facilitating Exchange of Experience and Learning from Good Policing Practices

From 26 September to 7 October, the PCUz facilitated the participation of the Head of the Human Rights Protection and Legal Provision Department of the Ministry of Interior at the 2011 OSCE “Human Dimension Meeting” in Warsaw.

On 22-24 November, the PCUz, as part of its ongoing support to Uzbekistan's Police Academy, in close co-operation with the SPMU, organized a training course for Uzbekistan's Police Academy teachers on the juvenile justice system. The training was conducted by experts from Ireland's National Police. Approximately 20 participants learned about the experiences and best practices of other participating States in their juvenile justice systems.

On 9-11 December, the PCUz jointly with the SPMU, facilitated the participation of one representative from the Ministry of Interior in the “International Terrorism and Transnational Crime Symposium” held in Antalya. The event was organized by the International Center for Terrorism and Transnational Crime at the Turkish National Police Academy and brought together over 80 participants from all over the world. During the symposium participants focused on the issues in the Middle East in the light of regional developments, the effects of regional issues on transnational crimes, strategies in countering radicalization, terrorism, transnational crimes and the role of international organizations in solving regional problems.

From 12-15 December, the PCUz, jointly with SPMU, facilitated the participation of two representatives from the police and security services in a training workshop on “Surveillance Techniques for Law Enforcement Personnel” organized by CARICC in Almaty. During the training participants learned the skills necessary to conduct surveillance in support of law enforcement agencies (see also chapter 2).

### Helping to Integrate the Uzbek Police into the International Police Community

From 9-10 June, the PCUz facilitated the participation of a representative of the Police Academy of the Ministry of Interior in a Workshop on “Contemporary Police Training: E-learning”, organized by the SPMU and the Turkish National Police Academy (see also chapter 2).

### Promoting Human Rights Standards among Police

Aiming at further building the capacity of police officers in the field of human rights the PCUz supported the establishment of the Resource Centre at the Human Rights Protection and Legal Provision Department of the Ministry of Interior. The PCUz provided the Centre with the necessary computer equipment, literature on various legal issues, and access to the Internet resources.

In 2011, some 125 police officers representing all the regions of Uzbekistan and going through the in-service training at the Police Academy were trained in the practical application of human rights standards in their daily work. National human rights experts and the international experts shared their knowledge and expertise on issues such as: awareness raising on women's human rights and fostering women's participation and role in law enforcement institutions; training methodologies on human rights for the police to provide an opportunity for reflection for all police officers facing practical problems in the field; as well as ensuring human rights while combating transnational threats such as terrorism, drug trafficking and trafficking in human beings.

In order to increase human rights awareness in the educational process, the PCUz and the Human Rights Chair of the Police Academy prepared and published the *Manual on General Theory of Human Rights* for the second-year students, including a complete methodological guidance to each chapter.

### Implementation of New Biometric Passports in Uzbekistan

Following the presidential decree on *Measures for Further Improvement of the Passport System of the Republic of Uzbekistan* in 2009, the PCUz has been supporting the Government actions in this area in accordance with international standards. The PCUz had launched an ExB project aimed to support the process of introducing a new e-passport system and further facilitating Uzbekistan's intention to join the ICAO PKD to raise awareness of the security value of machine-readable travel documents (MRTD) and to increase the level of trust in MRTD produced in Uzbekistan.

Within the framework of the ongoing ExB project, on 10 February, the PCUz handed over equipment to the representatives of Uzbekistan's Ministries of Interior and Foreign Affairs to support the government's efforts in improving the national passport system and to introduce biometric identity and travel documents. During the ceremony, *Equipment Loan Agreements* were signed by Uzbek officials and the PCUz, and 32 sets of desktop computers and diesel generators were handed over, to be used by the passport offices throughout the country, especially in remote areas.

From 25 April to 5 May, the PCUz and the ATU co-organized a study visit for an Uzbek delegation to Canada and the USA. This delegation comprised members of the government's inter-agency working group responsible for the process of improving the national passport system and included senior representatives from the National Security Council under the President, the State Personalization Centre, the National Security Service, the MoI, the Ministry of Foreign Affairs, as well as the printing house. During this visit, several meetings were arranged to exchange experience and best practices on introducing, issuing and handling national identity and travel documents.

### Financial Investigations

On 11-15 July, the PCUz organized the participation of an Uzbek delegation to the Plenary Meeting of the Egmont Group of Financial Intelligence Units. During the Plenary, the Uzbek FIU - together with FIUs from Azerbaijan, Kazakhstan, Mali, Morocco, Samoa Islands and Solomon Islands - were endorsed as new members of the Egmont Group, which then comprised of 127 members. The PCUz actively supported the accession process during 2010 and 2011. The delegation members as well as the PCUz representative also took part in the sessions during the week, focusing on some of the legal, policy and operational challenges, that FIUs face, as well as the partnerships of the Egmont Group with other international organizations.

On 22-23 September, the PCUz conducted a two-day training course on "Advanced Compliance on AML/CFT" for the compliance officers of the commercial banks accredited in the Republic of Uzbekistan. The training course was provided by a consultant of the Anti-Money Laundering Academy (CCL Academy). The interactive training covered day-to-day activities of the compliance departments, dealing with suspicious transactions, code of conduct, ethical issues and communication with regulator and law enforcement agencies.

On 3-4 November, the PCUz, together with the Central Bank of Uzbekistan and the EAG, organized a seminar on "Countering Money Laundering and Financing of Terrorism" in Tashkent. More than 100 staff responsible for the implementation of the anti-money laundering and countering financing of terrorism regime in the non-banking credit organizations of Uzbekistan, including organizations granting micro credits and other non-banking financial institutions, took part in the seminar. The aim of the seminar was to support the development of administrative structures to help prevent and combat such threats. Experts from the International Training Centre on Financial Monitoring established by Russia's Federal Service on Financial Monitoring and from the Russian Finance University shared their expertise on international standards and control functions.

During December, the PCUz gave information on international agreements and international co-operation on anti-corruption for government agencies and state owned companies at 20 separate events. The series of meetings was arranged by the Prosecutor General's Office, which is the focal point in Uzbekistan for anti-corruption initiatives.

In the framework of an ongoing project on anti-money laundering and countering terrorists financing, the PCUz organized a study tour to Germany from 11-15 December, to study German practice of law enforcement agencies' co-operation in the field of combating economic crimes, money laundering and corruption. The delegation, headed by the Deputy Prosecutor General of Uzbekistan, visited the Federal Ministry of Justice, the Prosecutor's Office, the Criminal Court of Berlin, and the Criminal Police Office of the Federal State of Brandenburg.

### Trafficking in Human Beings

Building capacity of the national Inter-agency Commission in establishing a more systemic and sustainable counteraction to human trafficking and to ensure the protection of the human rights of victims of human trafficking and labour exploitation was the main focus of the project the PCUz continued to implement throughout 2011. This was achieved through training activities and the provision of learning aids on anti-trafficking standards and technical equipment. The PCUz, with assistance from the SPMU, also delivered capacity-building workshops for law enforcement personnel at the specialist investigator level aimed at increasing operational effectiveness and promoting criminal justice co-operation with the relevant agencies in destination countries, such as the Russian Federation and Turkey; and to achieve a better understanding of human rights throughout the identification, referral and protection phases.

Certain progress was achieved in further promoting the dialogue and co-operation between law enforcement and NGOs in the identification and assistance to victims. In 2011, the PCUz, jointly with the ODIHR Anti-Trafficking Unit, organized a ToT for the Inter-agency Commission on Promoting the National Referral Mechanism, in an effort to protect the human rights of trafficked persons. Later on, the training was replicated by the Inter-agency Commission in the regions of Uzbekistan.

### Illicit Drugs

In 2011, the PCUz also continued providing assistance to the Host Country in combating illicit drug circulation and expansion. The goal of this project, which had been started in 2008, is to support the efforts of the National Information Analytical Centre on Drug Control (NCDC) and to increase its technical capacity.

In 2011, the PCUz completed the annual publication *Central Asian Drug Situation Bulletin*, which reports on the state of affairs and trends of the drug situation in Central Asia in 2010, and which highlights measures taken by the governments of the Central Asian countries in the sphere of combating international narcotics expansion. The bulletin is being published within the framework of the PCUz project "Assistance to the Fight against Illicit Drug Circulation and Expansion" and distributed among different organizations and agencies in Uzbekistan and abroad.

From 24-28 January, the PCUz organized a "Counter Drug Course" for representatives of the law enforcement agencies. The event brought together 25 practitioners from Tashkent and the regions. The participants of the course increased their knowledge on clandestine laboratories, legal and "disco" drugs, drug smuggling and searching as well as on the work of undercover agents and operations. Upon recommendations by the SPMU, the International

Training and Civilian Crisis Management Centre under the Ministry of Interior of Hungary provided experts for the course.

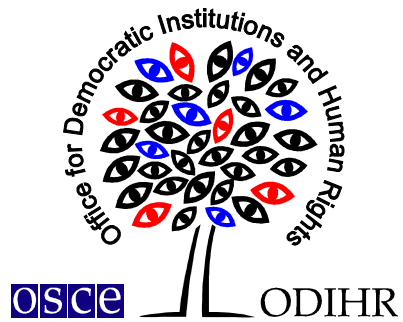
During 2011, the PCUz also organized short-term training courses for Uzbek law enforcement officers in Hungary, France and Italy. During these courses, mid-level officers of the Uzbek National Security Service, the Ministry of Interior and the State Customs Committee learned best practices and obtained relevant practical knowledge in combating drug trafficking based on contemporary experiences of European law enforcement agencies.

On 29-30 March, the PCUz and the NCDC organized a workshop in Gulistan that brought together NCDC regional experts from the Djizak and Syrdarya provinces. Participants learned about latest national regulations and respective government agencies' preventive measures supporting the fight against trafficking of illicit drugs and chemical precursors.

In April, the PCUz, in co-operation with the NCDC, organized a series of workshops in Tashkent for the heads of the organizational and methodological departments of the Drug Abuse Prevention Centres, chief pharmacologists, social workers, and secretaries of district committees for drug control. The participants increased their knowledge about the potential role of social workers in addressing drug addiction based on national and international experiences; forms of social rehabilitation and support; the latest instructions and methods in reporting on registered cases of drug addicts to better monitor and develop preventive measures and individual plans for drug addicts that had been issued by corresponding authorities; and recent national regulations and reform steps of the Drug Abuse Preventions Centres to respond to current realities.

## APPENDICES

### APPENDIX 1:



### **ODIHR Annual Report on Police-Related Activities for 2011**

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. In 2011, police-related activities were conducted in the following programmatic areas:

### Human Rights, Women & Security (HRWS)

In 2011, ODIHR's Human Rights, Women and Security programme continued to promote and utilize the Toolkit on Gender and Security Sector Reform, published by 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) (see <http://www.osce.org/odihr/44713>). The Toolkit demonstrates why a gender perspective is relevant to security sector reform processes, such as police reform. ODIHR trains security sector actors in OSCE participating States based on the Toolkit and enhances their capacity to develop gender-sensitive policies and initiatives. The Toolkit includes as one of its fourteen training modules a component on "Police Reform and Gender." Consequently, on 19-20 September 2011, ODIHR organized two sessions for a total of fifty law enforcement officers in Montenegro on the importance of properly addressing security issues that predominantly have an impact on women such as domestic violence.

In November 2011, ODIHR, together with the Belgrade Centre for Security Policy, implemented a series of three training events that familiarized local law enforcement and government officials in the Serbian towns of Zaječar, Niš and Kraljevo with the contents of the Toolkit and UN Security Council Resolution 1325 on Women, Peace and Security in general. This was an opportune moment to discuss gender equality in the security sector at the local level since Serbia had recently adopted a national action plan for the implementation of UNSCR 1325. The Toolkit has been translated into Russian and has been disseminated to OSCE presences and other stakeholders during various awareness-raising events in 2011. ODIHR continues to train based on various Toolkit modules targeting all relevant security sector actors in addition to law enforcement.

### Human Rights Education

ODIHR is finalizing the development of the Guidelines on Human Rights Education for Law Enforcement Officials. The Second Phase of the United Nations World Programme for Human Rights Education, the UN Declaration on Human Rights Education and Training as well as relevant OSCE commitments call on states to have human rights integrated into any training or educational programme for law enforcement officials. Such educational approaches should strengthen the officers' understanding of and capacity to respect and protect human rights. Guidelines were developed on the basis of input provided by practitioners representing all OSCE geographical regions and groups including police trainers, NGO specialists and representatives from inter-governmental agencies. The guidelines are intended to serve as a measure for gauging the quality of programming and as a resource for those who initiate and conduct educational programmes compliant with human rights good practice for law enforcement officials. The document suggests six main areas which should be in place to warrant successful human rights education programme for law enforcement officials:

- 1) human rights-based approaches to overall processes and goals; 2) core competencies; 3) curricula; 4) teaching/training and learning processes; 5) evaluation; and finally, 6) professional development and support for educational personnel.



ODIHR received very positive feedback on the document from the police academies of the OSCE participating States and other professionals. ODIHR expects that the Guidelines will be finalized in the course of 2012.

### Human Rights and Anti-Terrorism

The ODIHR Human Rights and Anti-Terrorism Programme successfully delivered two training courses for law enforcement officers on the protection of human rights while countering terrorism. The first training, organized jointly with the OSCE Mission in Kosovo and the Kosovo police<sup>24</sup>, gathered over twenty officers of the Kosovo police and the European Union Rule of Law Mission in Kosovo (Pristina, 14-15 February 2011). The second training, organized in co-operation with the OSCE Mission to Bosnia and Herzegovina (BiH) and the Ministry of Security of Bosnia and Herzegovina, was delivered to over twenty counter-terrorism practitioners (Sarajevo, 14-16 September 2011).

Based on ODIHR's training module on "Countering Terrorism, Protecting Human Rights", the training sessions provided participants with a better understanding of the main human rights issues that arise while addressing terrorism and ways to ensure the protection of human rights in line with international standards and OSCE commitments. ODIHR's training module has been delivered in over a dozen locations throughout the OSCE region since 2005.

In co-operation with the OSCE Strategic Police Matters Unit, the ODIHR Human Rights and Anti-Terrorism Programme has started developing a practical training module on human rights-compliant investigations of terrorism. Two pilot training were carried out in Pristina (31 October – 1 November 2011) and Skopje (3-4 November 2011) in co-operation with the relevant OSCE field operations and local authorities.

In 2011, ODIHR launched a project aimed at elaborating a specific training course on the protection of human rights while countering terrorism for its future integration into the regular curricula of the law enforcement training institutions of Tajikistan. The project is implemented jointly with the OSCE Office in Tajikistan in the context of the ongoing police reform process and subsequent review of police curricula.

Training sessions on human rights, counter-terrorism and border security were also delivered together with the OSCE Border Management Staff College in Tajikistan during its Annual Staff Courses. The training sessions enhanced the capacities of over 50 border officials from the OSCE participating States and Partners for Co-operation to protect human rights when securing borders from terrorism.

### Freedom of Assembly

Training for the Armenian police focusing on freedom of assembly and the policing of assemblies was delivered in May in Yerevan, in co-operation with the OSCE Office in Yerevan.

### Anti-Trafficking

In line with OSCE commitments and the OSCE Action Plan to Combat Trafficking in Human Beings, the ODIHR Anti-Trafficking Programme continued to assist participating States in establishing and implementing human rights-based approaches to combating trafficking in human beings. In particular, activities focused on enhancing victims' access to justice and effective remedies, including compensation, and ensuring human rights protection in the return of trafficked persons.

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<sup>24</sup> All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

In 2011, the Programme organized and supported several capacity-building and training seminars for law enforcement officials, using amongst others, training modules it developed based on ODIHR's 2008 Study on "Compensation for Trafficked and Exploited Persons in the OSCE Region". Training seminars and workshops took place in Albania, Poland, Turkey and Uzbekistan. The seminars aimed at ensuring that policies and measures addressing human trafficking comply with human rights standards and that all practitioners involved, including law enforcement officials, are better equipped to protect the rights of trafficked persons. This includes greater understanding on the part of law enforcement officials of their role to inform trafficked persons and presumed trafficking victims about human rights, as well as referring them to assistance providers. In 2012, ODIHR will publish a Guide on Human Rights Protection in the Return of Trafficked Persons, which will provide further guidance for the work of law enforcement agencies and other criminal justice officials, as they are often involved in developing and implementing return measures affecting the rights of trafficked persons.

### *Preventing and Combating Violence against Women*

ODIHR supports the development of legal and policy frameworks to prevent and combat violence against women, including domestic violence. In 2011, ODIHR continued to provide expertise to OSCE field operations in their activities to enhance legislative frameworks on violence against women, as well as improve the capacities of law enforcement bodies, government institutions and civil society to address this human rights abuse. To this end, ODIHR maintained and continued to expand its database of experts on combating violence against women from law enforcement agencies, state authorities and civil society.

### *Roma and Sinti Issues*

In 2011, ODIHR's Contact Point on Roma and Sinti Issues (CPRSI) continued its work promoting the improvement of relations between the police and Roma and Sinti in co-operation with the OSCE Strategic Police Matters Unit.

The OSCE manual *Police and Roma and Sinti: Building Trust and Understanding* was launched in Bucharest, Romania on 7-8 July and in Budapest, Hungary on 8 November in follow-up to the recommendations of the 2010 ODIHR field assessment report on Hungary.

So far the manual has been translated into English, Russian, Albanian, Romanian, Serbian and Hungarian.<sup>25</sup> In addition, in 2011 ODIHR CPRSI commissioned the translation of the publication into Slovak to prepare activities promoting police and Roma relations in Slovakia in 2012.

### *Training Against Hate Crime for Law Enforcement (TAHCLE)*

Following the evaluation of ODIHR's Law Enforcement Officer Programme (LEOP) in 2009, ODIHR has been working on the revision of the methodology and the materials of the programme. In this framework, ODIHR consulted police experts from throughout the OSCE region on 15 May 2011 on its programme Training against Hate Crime for Law Enforcement (TAHCLE). Fourteen law enforcement experts discussed the methodology and content of the TAHCLE, as well as upcoming priorities of the programme.

TAHCLE is the successor of LEOP. It is tailored to the needs and experiences of each country with the aim of being integrated with other training efforts. TAHCLE draws on existing resources and curricula of police training institutions and can be delivered directly to police or

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<sup>25</sup> <http://www.osce.org/odihhr/67843>

as training of trainers for pre-service or in-service training curricula. ODIHR helps authorities to maximise the results of their training efforts through the provision of support in identifying, developing and enforcing measures necessary for police to use the skills acquired during the training. The implementation of this multi-year programme includes monitoring the delivery of training and evaluating the impact of the training programme.

ODIHR piloted TAHCLE in Kosovo with the support of the OSCE Mission in December 2011. Forty investigators and police trainers were trained on identifying hate crimes and providing adequate and quick responses to them.

Following the signature of a Memorandum of Understanding in Bulgaria in 2011, the authorities established an inter-agency governmental working group to support the implementation of TAHCLE. The implementation plan includes the delivery of training of trainers in March 2012 and the inclusion of TAHCLE in the national curriculum for police cadets and for investigators.

## **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 OSCE Summit Decisions as well as in the growing list of Decisions of the Ministerial Council and the Permanent Council, including a number of OSCE Action Plans.

The *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 OSCE's decision to increase and promote co-operation among participating States in countering new security challenges, including by providing advice or arranging for the provision of expert advice on requirements for effective policing (needs assessments) and how to meet them, and encouraging where appropriate the exchange of information among and between participating States regarding lessons learned and best policing practices in countering these new security challenges.

The *Bucharest Plan of Action for Combating Terrorism* (2001), adopted on the same occasion as the above *Decision on police-related activities*, recognized the need to assist participating States, on their request, through measures to combat 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 plan of action acknowledged the requirement for reinforcing existing police-related activities in conflict prevention, crisis management and post-conflict rehabilitation.

In its Decision No. 448 (2001), the Permanent Council decided to establish the seconded post of *Senior Police Adviser in the OSCE Secretariat*.

In the *Declaration on Trafficking in Human Beings* adopted by the Tenth Ministerial Council of the OSCE (Porto 2002), its members called on participating States to enhance international co-operation in combating criminal acts such as trafficking in 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 *OSCE Strategy to Address Threats to Security and Stability in the Twenty-First Century*, adopted by the 11<sup>th</sup> Ministerial Council in Maastricht in 2003 stated that the Strategic Police Matters Unit was set up to improve the capacity of participating States to address threats posed by criminal activity and to assist them in upholding the rule of law. The aim was to enhance key policing skills, including respect for human rights and fundamental freedoms.

The *2004 OSCE Action Plan for the Promotion of Gender Equality*, adopted by the 12<sup>th</sup> Ministerial Council of the OSCE (Sofia 2004), urged the participating States, the Secretariat, Institutions and field operations to ensure that a gender perspective is integrated into OSCE activities, programmes and projects. The aim shall be to promote the practice of gender equality in the OSCE area, which is essential to comprehensive security. In this context, the SPMU was specifically tasked to enhance its project development to assist participating States in reacting to sexual violence offences and in including elements such as special investigation techniques, and interview skills designated for use with victims of sexual assault including children, and information on referral mechanisms for victim assistance, in the police training curriculum.

The fight against organized crime came to the forefront of OSCE priorities during 2005 and was recognized in a Decision on *Combating Transnational Organized Crime* adopted by the 13<sup>th</sup> 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 (UNODC) and its Protocols. The Decision also tasked the OSCE Permanent Council to work on designing, with the support of the Secretary General and the relevant OSCE institutions, possible measures and forms of assistance that could be available to requesting participating States with a view to improving and promoting the functioning of criminal justice systems.

Ljubljana Ministerial Decision No. 15/05 on *Preventing and Combating Violence against Women* urged participating States, with support and assistance of the OSCE, to take all necessary legislative, policy and programmatic monitoring and evaluation measures to promote and protect full enjoyment of the human rights of women, and to prevent and combat all forms of gender-based violence against them. The decision also tasked the Permanent Council to encourage the development by relevant OSCE institutions and structures of programmes, projects and policies to assist participating States, at their request, in combating violence against women and girls and providing assistance to victims.

The Ljubljana Ministerial Council also adopted the *OSCE Border Security and Management Concept*, which first and foremost provides participating States with a political framework for their co-operation on border-related issues. It provides objectives and principles for this co-operation and finally defines modalities for OSCE activities in this area. The OSCE “acts upon the request of participating States” to ensure dialogue on border-related issues through, *inter alia*, “exchange of information, experience and best practices”, the establishment of a National Focal Points Network, holding of workshops and conferences.

Permanent Council Decision No. 758 *Enhancing International Anti-Drug Co-operation* (2006) tasked the Secretary General and relevant OSCE institutions with providing participating States, upon their request and in close consultation and co-ordination with UNODC, with assistance/advice on anti-drug issues, *inter alia*, through awareness-raising activities, the organization of regional workshops and facilitation of training.

The Decision on *Combating Sexual Exploitation of Children* adopted by the 14<sup>th</sup> 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 14<sup>th</sup> 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 knowledge and experience on criminal justice and organized crime, and to continue co-operating with UNODC in matters including combating organized crime and illicit drugs.

Recalling the Ministerial Council Decisions Nos. 3/05 (Ljubljana) on combating transnational organized crime, and 5/06 (Brussels) on organized crime, Permanent Council Decision No. 810 (2007) on *Implementation of the United Nations Convention Against Transnational Organized Crime* tasked the Secretary General to support the implementation of the UNTOC convention in co-operation with UNODC, and to organize a workshop in co-operation and co-ordination with the Secretariat of the Conference of the Parties to the UNTOC.

Permanent Council Decision No. 813 (2007) on *Combating the Threat of Illicit Drugs and Precursors* emphasized the continuing spread of illicit trafficking of opiates from Afghanistan and chemical precursors throughout the OSCE area. The Permanent Council called on the Secretary General to further develop co-operation in the field of anti-drug matters with UNODC, the Paris Pact and other relevant international structures and organizations by, *inter alia*, organizing joint regional and sub-regional workshops and other activities. Furthermore, the Secretary General was tasked with continuing training activities on 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 United Nations 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".

Reaffirming the participating States' commitment to proactively implement the OSCE Action Plan for the Promotion of Gender Equality and recalling Ljubljana Ministerial Council Decisions on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, and on Preventing and Combating Violence against Women, the 17<sup>th</sup> Ministerial Council of the OSCE (Athens 2009), in its *Decision on Women's Participation in Political and Public Life*, called on the

participating States to consider providing for specific measure to achieve the goal of gender balance in all legislative, judicial and executives bodies, including police services.

Acknowledging the “[...] diverse and multifaceted OSCE work, experience and lessons learned in the policing field, in particular the work of the SPMU and the field operations within their respective mandates”, the Permanent Council, in its Decision 914/09, adopted in Athens, expressed its conviction that the time had come to take stock of what had been done so far in policing and to “[...] initiate a through dialogue on how to further enhance police-related activities within the OSCE.” The Permanent Council tasked the Secretary General, “[...] within existing resources and in consultation with relevant OSCE executive structures, to prepare a report on police-related activities of the OSCE executive structures up to the end of 2009”. The report was to be based partly on the annual reports on police-related activities, reflecting existing mandates and OSCE commitments, and was “[...] to include an assessment of those activities and a forward looking perspective, offering long-term strategic recommendations”. Moreover, the Permanent Council decided that this report would be further discussed during the next Annual Police Experts Meeting in May 2010 as well as at the 2010 Annual Security Review Conference.

The Athens Ministerial Council Decision No. 2/09 on *Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability* took note of, *inter alia*, the OSCE’s contribution to international efforts to fight organized crime through the provision of relevant law enforcement expertise and assistance to participating States and called for exploring further ways to strengthen synergies in OSCE activities against transnational threats, addressing them in a comprehensive and cross-dimensional manner and focusing on areas, where the OSCE has a comparative advantage and can complement the work of other international organizations.

“Recalling that the OSCE, as a regional arrangement under Chapter VIII of the Charter of the United Nations and as a primary organization for the peaceful settlement of disputes within its region, is a key instrument for early warning, conflict prevention and resolution, crisis management and post-conflict rehabilitation”, the participating States, in the 2011 Vilnius Ministerial Council Decision No. 3/11 on *Elements of the Conflict Cycle, Related to Enhancing the OSCE’s Capabilities in Early Warning, Early Action, Dialogue Facilitation and Mediation Support, and Post-Conflict Rehabilitation*, reiterated “[...] that the OSCE’s ability to deploy civilian, police or unarmed military expertise rapidly is essential to effective conflict prevention, crisis management and post-conflict rehabilitation”, and expressed their expectation for “[...] the OSCE Chairmanship and the executive structures to take full advantage of their respective mandates to address all phases of the conflict cycle” and while urging the Chairmanship and participating States to use, swiftly and to the greatest extent possible, all available tools and procedures as applicable to a particular crisis or conflict situation [...].”

“Reiterating the determination expressed by Heads of State or Government of the OSCE participating States in *the 2010 Astana Commemorative Declaration: Towards a Security Community* to achieve greater unity of purpose and action in facing emerging transnational threats, such as terrorism, organized crime, illegal migration, proliferation of weapons of mass destruction, cyberthreats and the illicit trafficking in small arms and light weapons, drugs and human beings”, the Vilnius Minister Council, in Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE’s Efforts to Address Transnational Threats* welcomed “the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE’s mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE’s resources in addressing transnational threats [...].”

**APPENDIX 3: Overview of OSCE Activities in Police Development and Reform in 2011**

Executive structure/activity	Police Development and Reform														
	Police Monitoring in Crisis Mgmt/ Conflict Prevention/ Post-conflict Rehabilitation	Strategic Planning/ Police Reform	Criminal Legislation/ Procedure Codes	Human Resource Mgmt/ Gender	Training Development	Basic Police Training	Supervision and Mgmt Training	Community Policing	Gender/ Domestic Violence	Police Accountability	Police-Media Relations	Public Order Mgmt	Border/ Customs Activities	Other	
Presence in Albania															
Mission in Kosovo															
Mission to Montenegro															
Mission to Serbia															
Mission to Skopje															
Mission to Moldova															
Project Co-ord. in Ukraine															
Office in Baku															
Office in Yerevan															
Centre in Ashgabat															
Centre in Astana															
Centre in Bishkek															
Office in Tajikistan															
Project Co-ord. in Uzbekistan															
SPMU															
ODIHR															
ATU															
CPC/OS Borders															
Gender Section															
OCEEA															
OSR/CCTHB															

**Legend:**  
■ Legislative and Strategic Support / Curriculum Development  
■ Training and Capacity Building (including provision of equipment and guidance material)  
■ Facilitation of Study Tours / Participation at Conferences abroad



## APPENDIX 4: Overview of OSCE Activities in the Fight against Organized Crime in 2011

Executive structure/activity	Organized Crime										
	Organized Crime in General	Criminal Analysis/ Investigations	Forensics	Cyber Security/ Cyber Crime/ Sexual Exploitation of Children	Anti Terrorism	Travel Document Security	Financial Investigations/ Anti Money Laundering/ Asset Forfeiture	Anti Corruption	Fight against THB	Fight against Illicit Drugs and Precursors	
Presence in Albania											
Mission in Kosovo	■	■	■	■	■	■	■	■	■	■	
Mission to Montenegro		■	■	■	■	■	■	■	■	■	
Mission to Serbia	■	■	■	■	■	■	■	■	■	■	
Mission to Skopje	■	■	■	■	■	■	■	■	■	■	
Mission to Moldova											
Project Co-ord. in Ukraine				■	■	■					
Office in Baku				■	■	■					
Office in Yerevan				■	■	■					
Centre in Ashgabat		■	■								
Centre in Astana	■										
Centre in Bishkek		■	■	■	■	■	■	■	■	■	
Office in Tajikistan					■	■	■	■	■	■	
Project Co-ord. in Uzbekistan			■		■	■	■	■	■	■	
SPMU	■			■	■	■	■	■	■	■	
ODIHR				■	■	■	■	■	■	■	
ATU				■	■	■	■	■	■	■	
CPC/OS Borders					■	■	■	■	■	■	
Gender Section					■	■	■	■	■	■	
OCEEA					■	■	■	■	■	■	
OSR/CCTHB		■					■	■	■	■	

**Legend:**

- Legislative and Strategic Support / Curriculum Development
- Training and Capacity Building (including provision of equipment and guidance material)
- Facilitation of Study Tours / Participation at Conferences abroad

## APPENDIX 5: Contact Details in 2011

### Thematic Units in the OSCE Secretariat dealing with Police-Related Issues

Unit	Contact Person	Contact Details
Strategic Police Matters Unit	Mr. Tim DelVecchio (Police Affairs Officer)	<a href="mailto:tim.delvecchio@osce.org">tim.delvecchio@osce.org</a> ; +43 1 51436-6772
Action against Terrorism Unit	Mr. Reinhardt UHRIG (Programme Co-ordinator)	<a href="mailto:reinhard.uhrig@osce.org">reinhard.uhrig@osce.org</a> ; +43 1 51436-6133
Conflict Prevention Centre/ OS Borders Team	Ms. Penny SATCHES BROHS (Senior Border Issues Adviser)	<a href="mailto:penny.satches-brohs@osce.org">penny.satches- brohs@osce.org</a> ; +43 1 51436 6662
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Gender Section	Ms. Hanna Maria SANDS (Gender Officer)	<a href="mailto:hanna.sands@osce.org">hanna.sands@osce.org</a> ; +43 1 51436 6285
Office of the Special Representative and Co- ordinator for Combating Trafficking in Human Beings	Ms. Ruth POJMAN Deputy Co-ordinator Ms. Vera GRACHEVA (Senior Adviser)	<a href="mailto:ruth.pojman@osce.org">ruth.pojman@osce.org</a> +43 1 51436 6931 <a href="mailto:vera.gracheva@osce.org">vera.gracheva@osce.org</a> ; +43 1 51436 6171

### OSCE Institutions dealing with Police-Related Issues

Institution	Contact Person	Contact Details
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High Commissioner on National Minorities	Ms. Ilze Marianne BRANDS KEHRIS (Director)	<a href="mailto:ilze.brandskhehris@hcnm.org">ilze.brandskhehris@hcnm.org</a> ; +31 70 312-5512

### OSCE Field Operations dealing with Police-Related Issues

#### South-Eastern Europe

Field Operation	Department	Contact Person	Contact Details
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OSCE Mission in Kosovo	Public Safety	Mr. Carsten Heinrich TWELMEIER (Director)	<a href="mailto:carsten.twelmeier@osce.org">carsten.twelmeier@osce.org</a> ; +381 38 500 162
OSCE Mission to Montenegro	Law Enforcement	Mr. Valeri T. PETROV (Programme Manager)	<a href="mailto:valeri.petrov@osce.org">valeri.petrov@osce.org</a> ; +382 67 626 008
OSCE Mission to Serbia	Law Enforcement	Mr. Torbjorn SANDE (Head)	<a href="mailto:torbjorn.sande@osce.org">torbjorn.sande@osce.org</a> ; +381 11 367 2425

OSCE Mission to Skopje	Police Development	Mr. Paulo COSTA (Head)	<a href="mailto:paulo.costa@osce.org">paulo.costa@osce.org</a> ; +389 2 323 4484
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### Eastern Europe

OSCE Mission to Moldova	Conflict Prevention / Resolution	Mr. Kenneth PICKLES (Politico-Military Officer)	<a href="mailto:kenneth.pickles@osce.org">kenneth.pickles@osce.org</a> ; +373 69 149510
OSCE Project Co-ordinator in Ukraine	Politico-Military Projects	Mr. Oleksandr GLADKYY (National Programme Officer / Politico Military)	<a href="mailto:oleksandr.gladkyy@osce.org">oleksandr.gladkyy@osce.org</a> ; +380 44 492 0382

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