The Secretary General's
2015
Annual Evaluation Report

on the Implementation of the
2004 OSCE Action Plan for the
Promotion of Gender Equality
21 July 2016

OSCE Organization for Security and
Co-operation in Europe

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Foreword

The Annual Evaluation Report which I present for 2015 should be seen in the context of two significant developments in the area of promotion of gender equality at the global level in 2015. Firstly, the UN adopted the *2030 Sustainable Development Agenda* with 17 goals, of which Goal 5 is to achieve gender equality and the empowerment of women and girls. Secondly, the UN Security Council adopted *Resolution 2422 on Women, Peace and Security* calling on regional organizations to work on the inclusion of women in peace and security issues. These developments will have a major impact on the OSCE's efforts to promote gender equality and gender mainstreaming of its structures, policies, and programmes.

As in previous years, the 2015 Annual Evaluation Report's focuses on assessing the extent to which the OSCE executive structures have implemented the commitments within their purview as set out in the Gender Action Plan. It also identifies challenges to the implementation of the Action Plan and provides recommendations to address them.

The report shows that in terms of human resources further progress was made in 2015, with an increase in the recruitment of women to professional positions and a slight increase in the number of women in senior management positions. At the same time, the low number of women who head OSCE departments and field operations remains an issue of concern. Participating States are encouraged to put forward more female nominees for seconded positions. The OSCE Chairmanships, the participating States and the Executive Structures will need to make further efforts to address the chronic shortage of women in Heads of Mission, Deputy Heads of Mission or Directors positions. Furthermore, there is a need for an organization-wide approach to address the underrepresentation of women in all positions within the politico-military dimension.

As in previous years, all executive structures were asked to use a gender marker system when assessing their projects and activities for a more in-depth analysis of gender-mainstreaming efforts made throughout the Organization. Results showed a slight rise of four per cent in the number of projects reported to have gender equality as a principal objective. Nevertheless, around half of the projects are still reported to have limited gender aspects.

Therefore, it is necessary to create a more systematic and strategic approach to include a gender perspective and increase women's participation in the Organisation's structures and activities. Establishment of an accountability mechanism and a system for monitoring and evaluating progress could be an important start. The report also shows that OSCE executive structures and participating

States have to step up efforts to fully implement the recommendations set out in the Annual Evaluation Reports of the last years.

One of the recommendations of *Ministerial Council Decision No. 8/14 on the adoption of an Addendum* emphasizes the importance of modernizing the twelve years old Gender Action Plan. This process was started in 2014 with discussions on the *Addendum to the 2004 Gender Action Plan* and negotiations continued throughout 2015. As outlined in the *2014 Annual Evaluation Report* the Addendum should be a document that would give guidance to OSCE executive structures and participating States on how to strengthen commitments on gender equality and how to implement them in a more systematic, comprehensive and effective way.

I hope that participating States will revert to the present report as the basis for a broader discussion within the OSCE on how to fulfil the gender related commitments made in a number of Ministerial Council Decisions. I look forward to working closely with you in identifying additional measures for achieving full equality of men and women, within our Organization and in all participating States.

Lamberto Zannier
Secretary General

Introduction

In compliance with MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality the Secretary General presents to the Permanent Council an annual report on the implementation of gender-related commitments by OSCE structures and participating States. This report is an important tool to measure the progress the OSCE makes in the field of gender equality every year. As usual, it is structured around the Action Plan's three pillars with specific responsibility areas.

Chapter One addresses what is called Pillar One of the Gender Action Plan: the mainstreaming of gender in the structures, working environment and recruitment procedures of the OSCE. Chapter Two assesses progress in gender mainstreaming of the OSCE's activities, policies, programmes and projects, as outlined in Pillar Two of the Action Plan. Chapter Three describes progress in implementation of a specific area from Pillar Three of the Gender Action Plan related to participating States. This chapter provides an introduction to the concept of mentoring networks and an overview of information, lessons learned and good practices from OSCE participating States with this tool. This year's report looks at how the tool of mentoring has been developed in participating States and focuses on the benefits of establishing mentoring networks for the empowerment of women in all three dimensions.

Chapter Four provides Recommendations and Strategic Priorities to improve implementation of the Gender Action Plan. The recommendations aim at raising awareness of the needs to close existing gaps with respect to implementation and include concrete measures as well as more strategic suggestions.

As in previous years, the separate reports of the Institutions are annexed to the main report; however their inputs were taken into account throughout the body of the main report as well.

Executive Summary and Conclusions

The 2015 Annual Evaluation Report provides detailed information on progress made by OSCE executive structures and participating States in implementing all three pillars of the 2004 OSCE Action Plan for the Promotion of Gender Equality (GAP).

Specifically, it highlights major trends, accomplishments and challenges across the three pillars: mainstreaming gender in the internal OSCE structures and working environment; mainstreaming gender in the Organization's policies, programmes, projects and activities; and priority areas of achieving gender equality in participating States.

Pillar One - Mainstreaming of Gender in OSCE Structures and Working Environment

In 2015, there was a slight increase in the number of women in senior management positions and an increase in the recruitment of women to professional positions, restoring the balance among general services and international staff that existed in previous years following a negative development with a lower number women recruited compared to previous years in this first pillar in 2014. Data disaggregated by OSCE dimension[1] and field of expertise however highlight the persistent over-representation of men in first-dimension positions and their under-representation in third-dimension positions.

A particular issue of concern is the low number of women who head OSCE Institutions and field operations. For the four Head of Mission (HoM)[2] positions that were opened in 2015, a total of 11 nominations were received, three of which were women. One HoM position was filled by a woman, which increased the number of women in HoM positions to three out of 16 (20 per cent). Since the establishment of field operations, the number of HoM positions occupied by women accounts for nine, while 131 men held these positions in the same period of time.

The posts of the Representative on Freedom of the Media (RFoM) and the High Commissioner on National Minorities (HCNM) continue to be occupied by women. When it comes to the Deputy Head of Mission (DHoM) positions, women filled three of the 11 posts (27 per cent) in 2015. This represents a slight increase of two per cent in comparison

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[1] The OSCE has a comprehensive approach to security that covers three "dimensions": the first is the politico-military, the second dimension is the economic and environmental, with human aspects making up the third dimension.
[2] The figures exclude extrabudgetary project positions in the Special Monitoring Mission to Ukraine (SMM) and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk.

with the previous reporting period, but does not represent any improvement when compared to statistics reported as far back as 2010. Since the establishment of field operations, out of 92 DHoM positions 16 were held by women.

There was continued demand in 2015 from staff across the Organization's structures for the Gender Section and the Learning and Development Unit of the Department of Human Resources to provide capacity-building. Regular capacity-building training sessions have proven to be a successful tool in enhancing staff responsibility and accountability for implementing the Gender Action Plan. There were also requests for thematic-specific training, such as on Gender and Security Sector Reform, or on including a gender component in projects or the conflict cycle.

Staff in the Secretariat and HCNM made use of flexible working arrangements in the form of staggered working hours, job sharing, part-time work and telecommuting. The number of staff using these flexible working practices is lower in this reporting period than in the previous one.[3]

The percentage of women in professional positions across all executive structures has remained almost the same compared to the previous reporting period, rising by 1 per cent to 49 per cent in 2015. The percentage of women in senior management positions (S3+ and P5+) rose from 33 per cent in 2014 to 35 per cent in 2015. Although a significantly higher percentage of women were shortlisted for seconded positions in 2015 (42 per cent compared to 37 per cent in 2014), the rate of seconded female staff that were actually hired dropped from 36 per cent in 2014 to 35 per cent in 2015.

The report highlights a number of positive developments within Pillar One of the Action Plan. For instance, many field operations and departments developed new or updated existing specific action plans for the implementation of the GAP, strengthening the Gender Focal Point (GFP) position within their offices. Some of the larger field operations have developed a Gender Focal Point Network to ensure gender mainstreaming throughout their work. The work of the GFPs continues to be recognized in the staff member's Performance Appraisal Report (PAR) and a standardized Terms of Reference is being used to provide the focal points and their supervisors with greater guidance on how to use the position to its maximum potential.

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[3] Some staff members making use of flexible working arrangements in the last reporting period discontinued their arrangements or separated from service.

Two field operations have a full-time Gender Adviser included in their structure: the Special Monitoring Mission to Ukraine (extrabudgetary) and the Mission in Kosovo[4] (included in the Unified Budget). Within the OSCE Secretariat, there is one full-time Senior Gender Adviser (included in the Unified Budget) and three Advisers on Gender Issues (two seconded and one included in the Unified Budget).

With its First Deputy Director as Gender Focal Point, the Office for Democratic Institutions and Human Rights (ODIHR) remains a role model on how to establish responsibility and accountability for gender mainstreaming at a senior management level, in addition to having dedicated gender experts among its staff.

Pillar Two - Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

The present report demonstrates that important progress must be made under Pillar Two of the Gender Action Plan. One of the main findings is that the third dimension continues to account for the bulk of mainstreamed projects, far ahead of the number of projects reported in the first and second dimensions. Overall in the 2015 reporting period, a total of 317 projects, both from the Unified Budget (UB) and extrabudgetary (ExB), were reported as including gender-mainstreaming elements, almost the same as in 2014 (318 projects).

As in previous years, Secretariat departments, Institutions and field operations were asked to use a gender marker system when assessing their projects and activities to allow for a more in-depth analysis of gender-mainstreaming efforts made throughout the Organization. Results showed a rise of four per cent in the number of projects reported to have gender equality as a principal objective, but, despite this, overall around half of the projects reported (49 per cent) had limited gender aspects, consisting of aiming at achieving female participation only. The Gender Action Plan does not provide a baseline or indicators against which progress has been systematically measured beyond the data provided under Pillar One. By identifying the percentage of programmes and budgets that are gender mainstreamed or provide a targeted approach to promote gender equality, it would be better possible to track progress over time. Such information and analysis could be achieved by including a gender marker in the Organization's budgeting process.

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[4] All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council resolution 1244.

In the first dimension (politico-military), 11 per cent of the projects reported had gender equality as a principal objective, 35 per cent had gender equality as a significant objective or were fully gender mainstreamed, while the majority (54 per cent) reported to have mainstreamed gender with regard to female participation only. Compared to the previous years, where the first dimension had the lowest number of gender-mainstreamed projects, it now has more projects in Pillar Two than the second dimension.

In the second dimension (economic and environmental), 12 per cent of the projects reported had gender equality as a principal objective, 27 per cent had gender equality as a significant objective or were fully gender mainstreamed, whereas the majority (61 per cent) reported to have mainstreamed gender with regard to participation aspects only.

In the third (human) dimension, the number of projects reported to be gender mainstreamed totalled 195 (one project more than in 2014). Out of these, 22 per cent had gender equality as a main objective, 34 per cent reported to have gender equality as a significant objective or were fully gender mainstreamed, and 44 per cent reported to have mainstreamed gender with regard to participation aspects only.

Pillar Three - Priority Areas of Achieving Equality between Men and Women in Participating States

As in previous years, the third chapter of the Annual Evaluation Report highlights a specific theme related to the priority areas of the Gender Action Plan. The goal of this year's theme was to look into the establishment of mentor networks and other types of networks for women as a strategy to advance the participation of women in political and public life, and endorse equal opportunities for women in the economic sphere.[5] It outlines global theories, practices and tested approaches to mentoring in general and its potential to empower women in particular, the link to the OSCE policy framework, and identifies practices throughout the OSCE region and beyond.

Acknowledging that gender equality issues are cross-cutting, covering security, prosperity and human rights of women and men, the OSCE has developed a broad policy framework for gender equality covering all three dimensions of the Organization. At the same time, there is a growing recognition among OSCE participating States of the need to develop and implement practical measures to support the empowerment of women. This means that

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[5] To gather information from the OSCE region an informational note was circulated on 22nd February 2016 (SEC.GAL/30/16) to all OSCE participating State delegations.

women's empowerment is one of the central themes for the OSCE, touching all aspects of its policy framework.

In order to enhance the implementation of gender equality policies in the OSCE region, the Organization has developed a methodology for mentoring for women that can be used in all three dimensions. Approaches that focus on establishing mentor networks for women's empowerment can be applied to both the public and the private sector, and to challenges related to women from marginalized groups. The practical roadmap that was developed in 2014 for creating mentor networks in the OSCE region is a tool that can be applied at the field operations level, as well as by other interested organizations and entities.

Throughout the OSCE region a wide range of governments in co-operation with civil society organizations have created initiatives at regional and national levels to establish mentoring networks in the public sector to promote women's participation in politics. The initiatives aim at preparing women to contribute with their knowledge to political and public bodies by strengthening their self-confidence and by learning techniques and skills relevant for public positions. Another main feature of these initiatives is to interlink women and offer a platform for meeting at the sub-national, national and regional levels.

Several regional and multi-country initiatives promote women's economic empowerment through sharing of know-how and expertise. Additionally, there are a number of national initiatives across the OSCE region, such as women resource centres, to assist female entrepreneurs enhance their skills and assist with business development.

Mentor networks and other initiatives aimed at the full and equal participation of women in the public sphere do not exist in isolation, and their success depends on a supportive and enabling institutional frameworks. Several participating States have reported on measures they have taken in the last years to improve the institutional and legal framework for gender equality, which promote an enabling environment for addressing discrimination of women in the labour market, women´s underrepresentation in politics, or combating gender-based violence.

Recommendations

1. As was mentioned in previous reports, any reporting on progress on the implementation of the Gender Action Plan is challenging due to the lack of monitoring and reporting mechanisms. It will be important to identify strategies for strengthening accountability for the implementation of the Gender Action Plan, including in new commitments on key gender issues and through the development and adoption of OSCE-wide action plans on pertinent gender issues.

2. Internal accountability within OSCE structures for the implementation of the GAP also needs further strengthening. One way of achieving this will be the implementation of a gender marker system in the Unified Budget in all executive structures and the implementation roadmap at the Secretariat.

3. Effective gender mainstreaming of the security sector and the politico-military dimension relies on gender balance among personnel and staff, capacity-building and a strong gender analysis of problems that lead to gender-responsive solutions. In order to gender mainstream its comprehensive security approach, the OSCE should identify and implement gender-inclusive, conflict-sensitive approaches and institutionalize gender adviser posts across the executive structures in order to assist with gender-mainstreaming throughout the conflict cycle.

4. OSCE participating States should plan to conduct a gender-based analysis of national economic policies, budgets and spending to ensure they provide equal benefits for women and men.

5. OSCE participating States and executive structures should further encourage the development of mentoring networks and other tools for women's economic advancement, and their full and equal participation in the public sphere, also taking into account the needs of women from marginalized groups such as Roma and Sinti.

Conclusion

The OSCE has continued to make significant advances in gender mainstreaming its policies, structures and programmes. The reported appliance of gender markers to projects demonstrates an enhanced awareness of the importance of including a gender perspective in all areas the OSCE covers across the three dimensions.

Similar to previous Annual Evaluation Reports, the current report identified gaps in the systematic approach to measuring progress in the implementation of the 2004 Gender Action Plan and a lack of fully gender mainstreaming policies and projects. Monitoring and evaluation of gender equality commitments need to be improved in order to regularly adjust our methodology to ensure that we are progressing in the right direction. Additionally, strengthening the accountability framework for implementation, including identifying clearer targets, is needed. This pertains to OSCE structures as well as to participating States.

Women's full and equal participation in the public sector must remain high on the OSCE agenda. The potential impact of connecting women to boost their participation in the public sphere has been recognized globally. The methodology developed by the OSCE for mentoring for women, applicable to all three dimensions, has been applied by a wide range of governments as well as civil society organizations throughout the OSCE. The success of such mentor networks and other initiatives that aim at the full and equal participation of women in the public sphere depends on a supportive and enabling institutional framework. There are promising practices across the OSCE region with the creation of national, regional and cross-regional initiatives.

Chapter 1: Progress Made in Gender Mainstreaming in OSCE Structures and Working Environment

The first pillar of the Gender Action Plan recognizes the importance of gender mainstreaming throughout the structures of the OSCE, its working environment and its recruitment processes.

1.1 Capacity-Building on Gender Issues for OSCE Staff

Capacity-building on gender issues for OSCE staff is an important strategy to enhance the impact of the Gender Action Plan. Capacity-building initiatives focus on developing an understanding of how gender mainstreaming should be applied in the OSCE's daily work – from the working environment to programming and project development and implementation. OSCE Officials are offered training across all structures of the Organization.

1.1.1 Gender in Induction Training

The General Orientation Programme (GO) is an induction programme for all new staff members of the Secretariat and international contracted/seconded staff/mission members in other executive structures. It includes a module on gender issues which is delivered by a representative from the Gender Section. A total of 172 participants attended the GO in 2015 (83 men, 89 women).

Several field operations brief new mission members on gender mainstreaming and relevant OSCE policies and tools on gender equality in their induction programmes. In the OSCE Mission in Kosovo (OMIK), all new mission members receive a module on gender mainstreaming in the OSCE as part of the standard Induction Training Programme, reaching 32 participants (18 women, 14 men) in 2015. The Mission to Serbia, the Office in Tajikistan, the Mission to Skopje and the Special Monitoring Mission to Ukraine also reported that gender mainstreaming and the OSCE Gender Action Plan were part of regular mission induction programmes for different levels of staff.

The OSCE Office for Democratic Institutions and Human Rights (ODIHR) continued its Human Dimension Induction Course (HDIC), organized in Warsaw three times a year. The course is for staff members from OSCE field operations and institutions working on the human dimension. It includes a dedicated gender session, which covers the definitions of main concepts related to gender equality; international standards and the OSCE commitments on gender equality, women's participation in politics, and women and the security sector; and challenges, priorities and activities in the aforementioned areas. During

the session, ODIHR presents the trends in women's political participation in the OSCE region, along with available ODIHR tools as well as gender and security programming. Gender balance is one of the criteria used by ODIHR when selecting participants for the HDIC. Three induction courses were conducted in March, June and November 2015. Out of 64 participants, 31 (49 per cent) were women and 33 (51 per cent) were men.

1.1.2 Gender Training and Inclusion of Gender Equality in Training Programmes

The Learning and Development Unit in the Department for Human Resources (DHR) organized a three-day Intensive Gender Training from 9 to 11 September 2015. The training was delivered by the Human Resources Officer/Gender Focal Point from the DHR and one external consultant. The target audience was staff/mission members working on projects and programmatic activities and included Gender Focal Points from field operations. There were 23 participants (5 men and 18 women).

ODIHR organized a two-and-a-half day Intensive Gender Training in January 2015 for staff members – Programmatic and Support/Common Services. There were 15 participants (nine women and six men).

The Gender Section delivered training on gender mainstreaming for individual field operations, often linked to country visits. In Montenegro, a one-day training session was conducted by the Gender Section in April 2015 targeting all mission members (18 women and 11 men out of 21 women and 18 men). The Gender Section delivered a one-day training session in May 2015 in Kyrgyzstan for 9 mission members (four women and five men) working in the Economic and Environmental Dimension.

Gender training on specific topics was provided to mission members in field operations in 2015, organized either by the Secretariat or by executive structures independently. A two-day training session on Gender and Security Sector Reform was delivered jointly by the Gender Section and the OMiK Gender Adviser for 18 participants (13 women and 5 men). Two staff members (one woman and one man) from OMiK also received a five-day Specialization Training for Gender Advisers provided by Europe's New Training Initiative for Civilian Crisis Management in Sandö, Sweden. In Tajikistan, training on "How to include a gender perspective in the project cycle" was organized in November 2015 for 25 mission members (16 women and 9 men). The Office for the High Commissioner on National Minorities (HCNM) organized training for HCNM management, political advisers, legal advisers and project officers on gender, conflict and crisis prevention in March 2015, reaching 20 staff members (9 women and 11 men). The Mission to Bosnia and Herzegovina's Gender Unit provided two training sessions for new mission members within

the mission's internal Induction Training (22 women and 19 men), and the Gender Unit visited all field offices to meet with staff members, introduce the gender programme and discuss further mainstreaming. One field office, joined by colleagues from the Head Office (17 women and 5 men), received two-day gender training at the beginning of 2015, conducted by experts from the Republika Srpska Gender Centre.

Several Secretariat departments and executive structures incorporate a gender perspective within specific training they offer. The Conflict Prevention Centre (CPC) integrates gender equality and gender mainstreaming into conflict cycle-related training it delivers throughout the OSCE. In the area of mediation and dialogue facilitation - CPC/Operations Service (OS), through its Mediation Support Team (MST), provided mediation training and coaching for field operations and high-level mediators, including Chairperson-in-Office (CiO) Special Representatives. In these training sessions gender equality issues, as they pertain to mediation processes, have been incorporated as cross-cutting themes, using the Guidance Note on Enhancing Gender-Responsive Mediation. In 2015, the main training event provided by the CPC/OS-MST was the second OSCE Mediation Training Course, held in Vienna from 11 to 16 October 2015. The course included a session on "Inclusivity and participation of civil society" which covered the topic of gender and mediation. Each training day one participant volunteered as a "gender expert" and reflected on the themes covered from a gender perspective.

In developing training materials for field operations, CPC/OS sought input from the OSCE Gender Section. In the area of early warning, in line with its efforts to implement Ministerial Council Decision No. 3/11 on "Elements of the Conflict Cycle" and the CPC's function as OSCE-wide Early Warning Focal Point, the CPC/OS Planning and Analysis Team facilitated a number of capacity-building workshops for relevant mission members of OSCE field operations on conflict analysis and early warning skills. Methodological and conceptual input provided to workshop participants included guidance on gender-sensitive conflict analysis and gender-sensitive early warning indicators. The CPC/Programming and Evaluation Support Unit (PESU), as a unit tasked with capacity-building on project and programme management, systematically gender mainstreams all training, facilitation, coaching and briefing provided to OSCE staff and mission members across the Organization in line with the Performance Base Programme Budgeting (PBPB) Guidelines and the OSCE Project Management Manual, in close collaboration with the Gender Section.

Finally, 26 representatives (23 women and 3 men) from the six field operations from the Western Balkans participated in a regional meeting in November 2015, during which they

received training on the establishment of mentor networks as a tool for promoting women's empowerment.

1.2   Management

The OSCE offers flexible working arrangements to staff in order to fulfil different needs of staff members to balance work and private life. These arrangements include staggered working hours, job-sharing, part-time work and telecommuting. During the reporting period, 53 staff members at the Secretariat made use of flexible working arrangements (40 women and 13 men). This is a decrease compared to the previous reporting period, during which 58 staff members (48 women and 10 men) in the Secretariat made use of flexible working arrangements[6]. Through Staff Instruction (SI) 27, these working arrangements have been made available to other institutions and field operations to adopt in accordance with their needs.

1.3   The Professional Working Environment

OSCE Officials are required to read and sign the OSCE Code of Conduct when they take up their employment. As part of the GO Programme, they are informed about Staff Instruction (SI) 21 on the Policy on the Professional Working Environment and its related formal and informal processes. In this session they are not only familiarized with the SI, but are also informed on the means and policies for identifying and reporting potential violations.

As part of the OSCE's continuing commitment to strengthen its framework for addressing ethics issues, the OSCE Ethics Co-ordinator is responsible for the Organization's ethics strategy and related awareness-raising activities, and for ensuring compliance with the regulatory framework. A mandatory online Ethics Awareness Training, launched across the OSCE in 2014, is ongoing and all new staff/mission members are required to complete the training within the first six months of their employment.

There were 12 formal complaints filed in 2015 alleging violation of the Professional Working Environment. Eleven of the complainants were women; two of them filed two separate complaints. In five cases the alleged offender was a man; one of the male alleged offenders was the subject of two formal complaints. In seven cases the alleged offender was a woman. Seven of the complaints alleged harassment and discrimination, four of the complaints alleged harassment only, and one complaint alleged retaliation. Finally, there were two cases in one mission related to the professional working environment which were resolved through informal action.

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[6] Some staff making use of flexible working arrangements in the last reporting period discontinued their arrangements or separated from service.

Out of 138 staff/mission members who completed an exit interview in 2015, three departing mission members cited discrimination as one of the reasons for separation (one man and two women).

These figures represent just a partial indicator of the status of the professional working environment in the Organization as they only reflect formal complaints; informal complaints are not recorded.

1.4 Gender Balance in Professional and Management Posts

Paragraph 31 of the Gender Action Plan requests that the Secretariat prepare annual statistics that show the distribution of women and men by category of posts at each level. Detailed sex-disaggregated statistics across OSCE executive structures can be found in Annex I[7].

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

The total number of OSCE officials in 2015 in all categories was 2,229, with women representing 46 per cent[8], the same percentage as in the previous four years. The percentage of women in professional posts (National Professional Officers, P1 to P4, and S, S1 and S2) increased only slightly by 1 per cent to 49 per cent.[9]

Women make up 35 per cent of senior management positions (S3+ and P5+), holding 47 of 135 filled positions. This represents an increase compared to the previous reporting period when women occupied 33 per cent of senior management positions (44 posts of 135).[10] A detailed analysis of Heads of Mission and Deputy Head of Mission gender balance is provided under section 1.4.6.

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[7] As a rule, for the purpose of consistency, all annual statistical references in DHR use 29 December as the cut-off date. Subsequent changes are reflected in statistics for the following year. Furthermore, SMM, Observer Mission at the Russian Checkpoints Gukovo and Donetsk, and all extrabudgetary projects are excluded from analyses. The high fluctuation rate of extrabudgetary contributions does not allow reliable comparisons from one year to the next.
[8] Annex I, table 3.
[9] The rate of appointments of women is affected by a number of factors including the number of vacancy notices, location of the post and sphere of field of work.
[10] Annex I, table 3.

Graph 1: Development of Post Distribution by Category of Staff
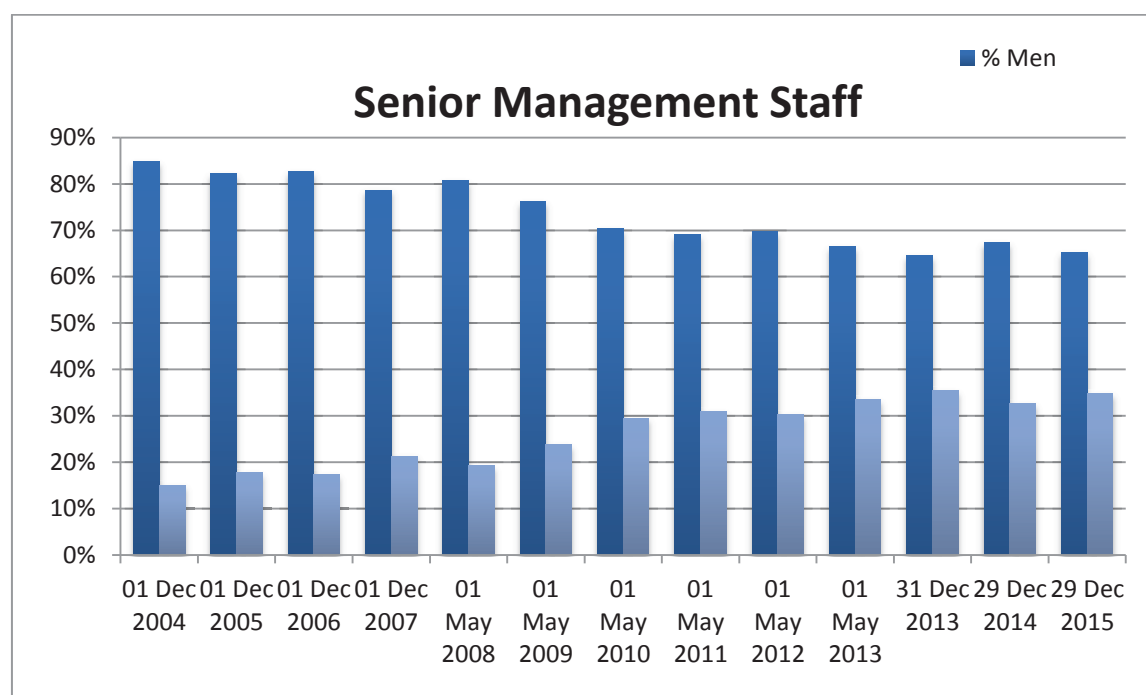
The overall percentage of women working in field operations has remained constant over the last three reporting periods at 44 per cent. The percentage of women in the General Services category is also unchanged at 41 per cent. The number of women in professional categories in field operations was at 52 per cent, up slightly compared to 2014 and 2013.[11] The number of women in senior management positions[12] in field operations remained constant at 31 per cent.[13]

In the **Secretariat,** women's representation overall has edged up 1 per cent to 54 per cent.[14] In professional positions, women account for 42 per cent of staff[15], unchanged from the previous reporting period. There has been a 13 per cent increase in the number of women occupying P5 posts, from 46 per cent in 2014 to 59 per cent in 2015 (13 women and 9 men). Women continue to be unrepresented at the Director level in the Secretariat, with the exception of the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB), whose Special Representative is a woman and at the equivalent of D2 level.[16] Women comprise 38 per cent of seconded positions (14 out

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[11] Annex I, table 2.
[12] Senior Management Staff represent S3+, P5+, Heads and Deputy Heads of field operations.
[13] Annex I, table 2.
[14] Annex I, table 5.
[15] S, P1, P2, P3, P4. – Annex I, table 9.
[16] Annex I, table 5.

of 37 positions) at the Secretariat, which is unchanged in percentage terms from the previous reporting period when women held 15 out of 40 seconded positions.[17]

The number of women in professional positions at **ODIHR** increased noticeably from 51 per cent in the previous reporting period to 57 per cent.[18] Women made up 56 per cent of ODIHR's overall staff in the reporting period, a decrease of 2 per cent compared to the previous reporting period (58 per cent) bringing the institution closer to gender parity. Women made up 67 per cent of General Service staff and held five out of nine seconded positions, or 56 per cent, compared to 40 per cent in the previous reporting period. Women occupy four of the seven senior management posts, which is the same as the last reporting period. Among professional staff at the level of P4 and P5, women hold 44 per cent of these positions, a sharp fall from the 53 per cent recorded in the previous reporting period.[19]

The post of the **High Commissioner on National Minorities** (**HCNM**) continues to be filled by a woman, and overall women make up 65 per cent of staff, an increase by 4 per cent compared to the previous reporting period. In this reporting period the percentage of women in professional positions in HCNM has increased dramatically from the previous one: from 36 per cent to 46 per cent (7 out of 13).[20] In senior management positions there is also a notable change where women make up 50 per cent compared to 33 per cent in the previous period.[21]

The post of the **Representative on Freedom of the Media** (RFoM) continues to be filled by a woman and women continue to make up 50 per cent of the staff. Women hold 6 out of 12 professional positions (50 per cent) at the Office of the RFoM, an increase of 12 per cent compared to the previous reporting period, when women were 5 of the 13 professional staff (38 per cent).[22] The percentage of women in senior management positions remains stable since the last reporting period at 50 per cent.

1.4.2   Analysis of Gender Balance by Field of Expertise in Field Operations

It is not possible to compare data across the OSCE structures on gender balance in field of expertise with any great precision as job categories and titles often differ across field

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[17] Annex I, table 5.
[18] S, P1, P2, P3, P4- Annex I, table 6.
[19] Annex I, table 6.
[20] Annex I, table 7.
[21] Annex I, table 10.
[22] Annex I, table 8.

operations.[23] However, the data available are sufficient to capture trends in the representation of women across thematic areas in field operations. Results show a mixed picture. The percentage of men working on human rights-related issues has fallen again for the third reporting period in a row, with men making up 29 per cent of personnel in the current reporting period compared to 35 per cent and 42 per cent in the two previous reporting periods respectively.[24] In the military field women now account for 11 per cent of staff compared to none in the previous reporting period as one woman was hired in 2014 (one out of nine positions). [25] In the civilian police force female staff levels rose from one to two, or 8 per cent of total staff. In the area of economic and environmental affairs women account for 42 per cent of staff compared to 46 per cent in the last reporting period. In media affairs there has also been a drop in female representation, with staff levels equally divided between men and women, compared to 55 per cent for women in the previous reporting period. In rule of law the number of women employed has risen to 46 per cent of all staff compared to 42 per cent in the previous reporting period.[26]

1.4.3   Analysis of Nominations and Recruitment of Seconded Staff in the OSCE Secretariat, Institutions and Field Operations

The OSCE had 350 seconded staff from 44 participating States and one from a Partner for Co-operation state in 2015. Thirty-seven per cent were women, a fraction up from 36 per cent in the previous reporting period.[27] The seconding States with the highest number of women secondees were Italy, Germany, the United States of America and the United Kingdom.[28]

In the reporting period, women comprise of 42 per cent of those short-listed for the positions, up from 37 percent in the last reporting period. The total number of recruited seconded women staff made up 35 per cent of those actually hired during the reporting period[29], down from 36 per cent during the previous reporting period.

The number of women recruited to seconded positions decreased at the S1 level, from 38 per cent in the previous reporting period to 33 per cent now. S2 levels experienced a drop as well, from 37 per cent in the previous reporting period to 33 per cent in the current

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[23] Annex I, table 17.
[24] Annex I, table 17.
[25] In Articles IV, (Dayton Article IV Annex 1-B).
[26] Annex I, table 17.
[27] Annex I, table 15.
[28] Annex I, table 15.
[29] Annex I, table 21.

reporting period.[30] However, for S3 positions the number of women recruited rose dramatically to 38 per cent compared to 16 per cent in the previous period. In S4 positions, there was one woman recruited in the reporting period out of 11 vacant positions, and women made up 9 per cent of the nominated candidates. In the previous reporting period one of the five S4 candidates hired was women.[31]

1.4.4 Analysis of the Recruitment for Contracted Posts[32]

During the reporting period, 126 contracted positions were advertised, resulting in a total number of 12,994 applications, of which 40 per cent came from women.[33] This is a decrease compared to the previous reporting period when women accounted for 46 per cent of applications for 239 contracted positions advertised. Of the total number of applicants selected for contracted positions, 42 per cent were women and 58 per cent were men.[34]

For General Service (GS) positions, women comprised 53 per cent of applicants, 55 per cent of those short-listed and 59 per cent of those employed. This is a 5 per cent decrease in those employed in the previous reporting period (64 per cent women).[35]

For contracted National Professional posts (NP1-P4 positions), the trend from previous years continued, with fewer women than men applying. Overall at the NP1–P4 levels women made up 42 per cent of applicants, 48 per cent of short-listed candidates and 42 per cent of those eventually employed. In the previous reporting period, women constituted 43 per cent of those who applied, 41 per cent of those short-listed, and 45 per cent of those employed.[36]

In 2015 at the senior management level (P5-D2), women comprised 29 per cent of those who applied, 45 per cent of those short-listed, and 38 per cent of those hired. This is an improvement compared to 2014 with the number of women applying up 4 per cent, the number of those short-listed rising by 12 per cent) and those hired climbing by 6 per cent.

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[30] Annex I, table 21.
[31] Annex I, table 21.
32 Note that comparisons from year to year are not an accurate representation, as vacancy numbers fluctuate. Additionally, statistics do not take into account qualifications of candidates.
[33] Annex I, table 20.
[34] Annex I, table 20.
[35] Annex I, table 20.
[36] Annex I, table 20.

Table 1: Recruitment to Professional and Management Posts (P and D)

Year	Applied		Short-listed		Hired	
	Men	**Women**	**Men**	**Women**	**Men**	**Women**
2006	65 %	35%	65%	35%	74%	26%
2007/08*	66%	34%	64%	36%	73%	27%
2009**	61%	39%	69%	31%	66%	34%
2010**	62%	38%	62%	38%	62%	38%
2011**	60%	40%	50%	50%	46%	54%
2012**	62%	38%	60%	40%	52%	48%
2013**	46%	54%	47%	53%	50%	50%
2013***	55%	45%	50%	50%	41%	59%
2014****	58%	42%	60%	40%	58%	42%
2015*****	62%	38%	57%	43%	61%	39%

From 1 January 2007 to 1 May 2008.

From 2009-2013, the reporting period covered 1 May until 30 April.*

***From 1 January 2013 to 29 December 2013.*

****From 1 January 2014 to 29 December 2014.*
*****From 1 January 2015 to 29 December 2015.*

1.4.5 Composition of Interview Panels

The Gender Action Plan stipulates that interview panels should, where possible, be gender-balanced.[37] The statistics on interview panels for professional positions show an over-representation of women, with the average panel comprising 57 per cent women and 43 per cent men during the 2015 reporting period. This statistic can be explained by the fact that the Recruitment Officer and Chief of Recruitment during the reporting period were both women, influencing the overall gender balance of panels.[38]

The Secretariat in particular has more women on interview panels, with women making up 59 per cent of all panel membership – this is up from 54 per cent in the previous reporting

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[37] Gender Action Plan, paragraph 29.
[38] Annex I, table 23.

period. ODIHR interview panels included 56 per cent women in this reporting period, up from the previous 51 per cent.

1.4.6 Designation of Heads and Deputy Heads of Field Operation, Heads of Institutions and Political Bodies

Since the establishment of OSCE field operations in 1992, there have been 140 Heads of field operations appointed up until 29 December 2015[39], nine of whom were women. In the same period, there have been 92 appointments of Deputy Heads of Mission (DHoM), 16 of which have been women.[40] Since the establishment of the Secretariat and the three institutions (RFoM, HCNM and ODIHR), out of 18 appointed Heads of Institutions and Secretary Generals, only three of the posts went to women.[41]

Four Head of Mission (HoM) positions were vacant in 2015.[42] A total of 11 nominations were received for four posts, three of which were women. One of the four HoM posts was filled by a woman (Mission to Skopje). Overall, only 20 per cent of HoM positions were held by women: three of a total of 15 HoM positions (Montenegro, Astana and Skopje). This represents a rise of 7 per cent compared to the previous reporting period.

In 2015, there were four vacant DHoM positions. A total of 52 nominations were received for these, seven of which were for women (13 per cent). This is a decrease from 46 per cent in the 2013 reporting period (there were no openings for DHoM positions during 2014).

One of the three[43] DHoM positions was filled by a woman (Office in Yerevan). There were 11 filled DHoM positions, of which three (27 per cent) were occupied by women (Office in Yerevan, Mission in Kosovo, and Mission to Skopje). This represents a slight improvement compared to 2014, but compares unfavourably to statistics reported as far back as 2011.

One woman, the Ambassador of Montenegro, represented the OSCE political structures during the reporting period: the Forum for Security Co-operation. There were 4 out of 15 women Special Representatives of the Chair-in-Office, the Special Representative on Gender Issues, the Special Representative in Ukraine, the Special Representative of the OSCE Chairmanship-in-Office on Youth and Security, and the Special Representative on Countering Trafficking in Human Beings.

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[39] Annex I, table 24.

[40] Annex I, table 24.

[41] Annex I, table 24.

[42] Excluding SMM and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk, as they were funded through ExB contributions.

[43] The recruitment process for the DHoM position in Mission to Skopje was not finalized by the cut-off date.

Table 2: Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations. Disaggregated data, since the Establishment of Executive Structures (1992-2015)

Institution	Men		Women	
	DHoI	**HoI**	**DHoI**	**HoI**
OSCE Secretariat	n.a.	5	n.a.	0
ODIHR	3	5	1	1
HCNM	3	3	1	1
RFoM	3	2	0	1
TOTAL	**9**	**15**	**2**	**3**
Field Operation	**Men**		**Women**	
	DHoM	**HoM**	**DHoM**	**HoM**
Office in Yerevan	4	5	2	0
Minsk Conference	n/a	2	n/a	0
Mission to Moldova	11	12	0	1
Project Co-ordinator in Ukraine	1	6	0	1
Centre in Almaty/ Astana	2	7	1	1
Centre in Ashgabat	n/a	5	n/a	1
Centre in Bishkek	3	5	1	0
Centre in Dushanbe /Office in Tajikistan	8	9	0	0
Project Co-ordinator in Uzbekistan	n/a	6	n/a	0
Mission in Kosovo	6	6	1	0
Mission to Bosnia and Herzegovina	7	7	1	0
Mission to Skopje	1	6	2	1
Mission to Serbia	7	5	2	0
Mission to Montenegro	3	2	0	2
Presence in Albania	3	7	2	0

Special Monitoring Mission to Ukraine	2	1	1	0
Observer Mission at the two Russian checkpoints	0	2	n/a	n/a
Office in Baku – CLOSED	3	8	2	0
Office in Minsk – CLOSED	3	5	1	0
Mission to Croatia/ Office in Zagreb – CLOSED	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED	n/a	8	n/a	0
Latvia – CLOSED	n/a	2	n/a	0
Estonia – CLOSED	n/a	3	n/a	1
TOTAL	**76**	**131**	**16**	**9**

1.5 Gender Focal Point Network/Implementation of the Gender Action Plan within OSCE Structures

A Gender Focal Point (GFP) system has been set up throughout the OSCE Secretariat, field operations and institutions to assist with the development and implementation of gender mainstreaming and gender analysis throughout the policies, activities and programmes of the OSCE. All in all there are 59 GFPs throughout OSCE executive structures. To enhance the gender-related work in the field, some of the larger field operations such as the Special Monitoring Mission to Ukraine, the Mission to Bosnia and Herzegovina, the Office in Tajikistan and the Mission to Skopje have developed a Gender Focal Point Network in order to ensure that gender mainstreaming is carried out in all aspects of their work. These networks are co-ordinated by the official Gender Focal Point of the field operation and have regular meetings to follow up on gender-related issues, such as gender mainstreaming in programmes. Some GFPs in the field have additionally developed gender training modules adapted specifically to the mandate of the mission for all new staff, as well as regular brush up courses for staff who have been with the field operation for some time.

The quality and the time devoted to gender-mainstreaming tasks from each GFP person vary across the OSCE structures as the position of a GFP is voluntary, and as such needs to have the support of the senior management to implement the commitments in the GAP, as well as requiring a personal interest in gender. Furthermore, the procedure to select a GFP varies across the OSCE structures; in some structures the GFP position is connected to a specific post, and in others the GFP is selected by the Gender Focal Point Network or appointed by senior management.

Furthermore, some field operations have dedicated staff to gender equality issues. The Mission to Moldova has a combined position of a Gender Adviser/Anti-trafficking Adviser, the Mission in Kosovo has a Gender Adviser in the HoM's office, the Special Monitoring Mission to Ukraine has a Gender Adviser, the Mission to Bosnia and Herzegovina and the Mission to Serbia have National Programme Officers dedicated to Gender Issues. The Presence in Albania has a section dedicated to Civil Society and Gender within its Democratization Department and the Office in Tajikistan has a Gender Equality and Anti-Trafficking section within its Human Dimension Activities Department.

Only two field operations have a dedicated, full-time Gender Adviser: the Special Monitoring Mission to Ukraine and the Mission in Kosovo. Both these positions were supported with extrabudgetary contributions in 2015.

In ODIHR there is a Democratic Governance and Gender Unit[44] within the Democratization Department with an Adviser on Gender Issues and an Associate Gender Officer. Within the Human Rights Department, there are two Human Rights Officers who work on Human Rights, Gender and Security, including work relating to the implementation of UN Security Council Resolution 1325 (UNSCR 1325) on women, peace and security.

Furthermore, the Gender Section has, as mentioned in Section 1.1, developed tailor-made capacity-building on gender mainstreaming, which can be adapted to the specific needs of all OSCE structures. Because staff turnover is high, especially in the field operations, the Section aims to provide several capacity–building training sessions per year to the various structures. This also entails providing assistance with developing gender strategies for each of the structures. So far, nine field operations have developed one and others are in the process of doing so. Last year, Monitoring Officers in the Special Monitoring Mission to

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[44] Two more Governance Officers posts are part of the Unit.

Ukraine received training on gender equality issues that was strongly related to their mandate.

In 2014, a Gender Task Force was established in the Secretariat with the participation of all departments. Its aim is to identify lessons learned in the implementation of the Gender Action Plan and identify areas that need further work, as well as establish a structure within the Secretariat to discuss gender-related issues. The overall gender implementation strategy with specific contributions from all departments of the Secretariat will be finalized during the course of 2016.

1.6   Conclusions

The **overall gender balance** of the OSCE has improved during the last reporting period, continuing the positive trend from the reporting periods 2011, 2012 and 2013, which was broken briefly in 2014. Women's representation in senior management levels has increased, as has the recruitment of women to professional positions. However, the trend of stagnation persists, with few women in the first dimension and a low representation of men in the field of human rights. We also continue to see imbalances across fields of expertise, including at the management level.

In **G-level positions**, women still make up the majority of applicants, short-listed and successful candidates. The number of women among **professional staff** is relatively stable at 49 per cent. **Senior management** positions occupied by women have increased by 2 per cent to 35 per cent since the last reporting period, and are again at the all-time high level recorded in 2013.

Challenges remain in the area of recruitment. Women made up only 37 per cent of candidates nominated for seconded positions by participating States in 2015. At the contracted level, women made up only 29 per cent of applications for positions at the P5–D2 level.

The limited progress in increasing the number of women holding **HoM** and **DHoM** positions continues to be problematic and a concerted effort by nominating states is needed to change this trend. Furthermore the recruitment of women to the first dimension in **field operations** needs to be continuously tackled. There is only one woman working in military affairs in field operations, an overall increase to 11 per cent, and in the area of policing there are currently two women employed, bringing the percentage of women to 8.

In economic and environmental activities, the number of women has decreased by four per cent to 42 per cent of staff. In the third dimension, the number of working on Human Rights issues fell again, down by 6 per cent to 29 per cent of the workforce. At the same time, the number of women working in Rule of Law rose by 4 per cent to 46 per cent in total. The number of women in Media Affairs has fallen by 5 per cent to 50 per cent, bringing gender equity to that area.

In the **Secretariat,** women hold 54 per cent of positions overall. Women continue to hold 42 per cent of all professional positions. There has been a 14 per cent increase in the number of women in P5 posts (from 46 per cent in 2014 to 60 per cent in 2015). However, there are still no women directors in the Secretariat, with the exception of the OSR-CTHB, whose Special Representative is a woman in a seconded position at the equivalent of D2 level.

In **ODIHR** women hold 56 per cent of positions overall. The number of women in professional positions increased to 57 per cent from 51 per cent in the previous reporting period. The number of women in senior management positions[45] remains the same as in the previous reporting period and is stable at 57 per cent.

HCNM is headed by a woman and overall women make up 65 per cent of staff, a 4 per cent increase compared to the previous reporting period. The number of female professional staff has increased dramatically by ten percent to 46 per cent. The increase has also been seen in a rapid increase of women in senior management positions to 50 per cent compared to 33 per cent in the previous reporting period.

Staff in both the Secretariat and HCNM use **flexible working hours** in the form of staggered working hours, job sharing and telecommuting. The number of staff using these flexible working arrangements, however, has decreased in the reporting period, indicating a need to increase awareness and application of the different options.

RFoM continues to be led by a woman and women make up 50 per cent of the staff. Female professional staff numbers have increased from 38 per cent to 50 per cent. Furthermore, women continue to hold 50 per cent of senior management positions (one out of two positions).

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[45] Senior Management Staff represent P5 and D positions.

With regard to training on gender equality, the **GO Programme** continues to dedicate one session to gender issues and gender mainstreaming in the OSCE. The Gender Section continues to offer training on gender equality issues which focuses on practical implementation of the Gender Action Plan. However, annual training on gender equality will be provided to all OSCE officials, including Secretariat departments and units additionally receiving individual briefings from the Gender Section tailored to their needs and programmes, in order to increase the understanding of OSCE gender equality commitments.

The **Gender Focal Point** network continues to operate throughout the Organization. However, much of the effectiveness of a Gender Focal Point is still dependent on individual voluntary commitment as well as the support volunteers receive from their immediate supervisor and senior management.

Chapter 2: Progress Made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

As part of the Gender Action Plan (GAP), the participating States, the Secretariat, institutions and field operations are committed to ensuring that a gender perspective is integrated into OSCE activities, programmes, policies and projects.[46] Gender mainstreaming, as outlined in the GAP, requires consistent, systematic attention to the gender perspective in the activities of the Organization based on a cross-cutting approach, which includes all three dimensions: the politico-military, the economic and environmental and the human dimension.

2.1   Gender Mainstreaming in the Three Dimensions

During the 2015 reporting period, a total of 317 projects, both under the Unified Budget (UB) and extrabudgetary (ExB), were reported to include gender-mainstreaming elements. As in the previous reporting period a gender marker system has been used when assessing the projects in order to allow for a more in-depth analysis of gender-mainstreaming efforts made throughout the Organization.
The gender marker allows for a three-tier grading:

Grade 3:   Projects that have gender equality as a principal objective.

Grade 2:   Projects that have gender equality as a significant objective or are fully gender mainstreamed. Fully mainstreamed constitutes that a gender perspective was taken into account across all aspects of project management and that there is a gender background analysis of the project's topic.

Grade 1:   Projects that have a limited contribution to gender equality. This refers mainly to projects that are only gender mainstreamed in terms of participation.

The 317 projects that reported degrees of gender mainstreaming during the current reporting period remains almost the same (318 in the 2014 reporting period, 332 projects during the 2013 reporting period, 389 in 2012/2013 and 365 during the 2012/2011 reporting period). The lower number of gender-mainstreamed projects in the two last reporting periods is partially due to the reorganization of the programming structure and streamlining efforts in some field operations, such as OSCE Mission in Kosovo (OMiK)[47]. It might also be due to a decrease in the overall number of projects implemented by the OSCE, especially as many extrabudgetary funds have been redirected to set up the Special Monitoring Mission in Ukraine (SMM). The lower number of projects with a gender dimension therefore does not necessarily signify a downward trend with regard to gender mainstreaming. However, creating awareness and appreciation of the benefits of gender mainstreaming has to be a

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[46] Gender Action Plan: Section III (B), paragraph 32.
[47] All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.

continuous task securing the active support of senior management to fulfil the goals set out in the GAP.

In order to fully understand the statistics presented in Table 3 below, it should be noted that due to the current absence of an aggregate list of projects, it is not possible to determine the percentage of overall projects in the OSCE that this number represents, or whether the overall number of OSCE projects is increasing or decreasing. Thus the 317 projects mentioned here do not represent the total number of projects carried out by the OSCE in the three dimensions, but the number of projects identified as including gender-mainstreaming aspects. This was based on self-assessment by project managers and Gender Focal Points, who used a template developed by the Gender Section. Analysis in this section refers only to these 317 projects.

Of the 317 gender-mainstreamed projects reported by OSCE structures for this period, 18 per cent (an increase of 4 percentage points compared to the last reporting period) had gender equality as a principal objective and so achieved a grade-3 rating. Thirty-three per cent compared to 35 per cent in 2014 had gender equality as a significant objective, reaching grade 2. Finally, 49 per cent of gender-mainstreamed projects were reported to have a limited contribution to gender equality, reaching grade 1 only, compared to 50 per cent in 2014. This means they have addressed gender mainly in the participation of women in the project, but not in other areas.

Table 3: Projects including a Gender aspect by Dimension (1January to 29 December 2015)

Dimension	Total Projects Reported		Score1		Score2		Score3	
	2014	**2015**	**2014**	**2015**	**2014**	**2015**	**2014**	**2015**
Politico-Military	72	81	39	44	23	28	10	9
Economic and Environmental	52	41	31	25	19	11	2	5
Human Dimension	194	195	90	86	71	67	33	42
Totals	**318**	**317**	**160**	**155**	**113**	**106**	**44**	**56**
By per cent			50 %	49%	36 %	33%	14 %	18%

A compilation of gender-mainstreamed projects with the information received and structured by dimensions is available in Doc-In.[48]

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[48] https://docin.osce.org/docin/llisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name

2.2   Politico-Military Dimension

The OSCE has a comprehensive policy framework covering gender mainstreaming in the first dimension[49], however, although this is an area of high importance to the Organization, figures show that there are difficulties in carrying through these commitments in the politico-military dimension. One main reason for this is because it traditionally covers male-dominated areas and issues of hard security where a gender perspective is often not automatically included. A comprehensive approach to security requires the application of gender analysis in order for security institutions to analyse the needs of women and men as well as developing methods that need to be applied to tackle these. By doing so, security institutions will be accessible to all citizens and thus have greater outreach, which is conducive to a resilient and stable society. Gender mainstreaming in the politico-military dimension covers crucial areas such as policing, arms control, border control, conflict prevention, and dialogue and mediation facilitation. The number of gender-mainstreamed projects remains at almost the same level as the previous reporting period. For this reporting period, OSCE structures reported a total of 81 projects within the politico-military dimension that included a gender perspective. Of these, 18 per cent, or nine projects, had gender equality as a principal objective.

2.2.1   Promoting Women's Participation in Conflict Prevention, Crisis Management and Post-Conflict Reconstruction

In 2015, OSCE structures provided assistance to participating States on ways to include a gender perspective into the politico-military dimension. This help incorporated a broad range of activities, although the main focus was on security sector reform through assistance in areas such as police training and border control to support the implementation of UN Security Council Resolution 1325 (UNSCR 1325).

UNSCR 1325 on women, peace and security celebrated its 15th year in 2015. In order to mark the anniversary, the UN Secretary General commissioned a Global Study on the implementation of the Resolution. The **Gender Section** focused its efforts on publicizing the experiences of implementing the Resolution in the OSCE region as 27 of the current 53 National Action Plans (NAP) are implemented by OSCE participating States. In November 2014, the Section published the *OSCE/PRIO Study on National Action Plans on the Implementation of the United Nations Security Council Resolution 1325*. The Study draws on the knowledge built up from implementing the 27 NAPs in the region and identifies best practices and lessons learned in this process, which in turn were shared with the lead author of the Global Study, Radhika Coomaraswamy. In addition, the Gender Section arranged a conference and workshop on 20 April 2015 in Vilnius in co-operation with UN Women and Lithuania to distil the experiences of the OSCE region in this regard. In order for the

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[49]Gender Action Plan, MC.DEC.14/05 and MC.DEC.3/11.

Organization to benefit from the recommendations and conclusions made available in the Global Study,[50] the OSCE Secretary General's Office organized a Security Day event dedicated to UNSCR 1325 on 13 November 2015 in co-operation with the Gender Section.

The Gender Section offers its assistance to support participating States in the implementation of the Resolution. This was done, for example, in May 2015 when the Section, in co-operation with the Project Co-ordinator in Ukraine and UN Women, arranged for a workshop for Ukrainian governmental and civil society counterparts to discuss how to develop their National Action Plan.

Furthermore, the Gender Section, the Mission to Serbia and the Institute for Inclusive Security organized a workshop in Belgrade targeting governmental counterparts and civil society to discuss their upcoming revision of the National Action Plan on UNSCR 1325. The workshop aimed at facilitating discussions on methodology to assess to what extent the Resolution had already been implemented and to identify next steps when updating the strategy.

As in the previous years, the Senior Adviser on Gender Issues presented the work of the OSCE on the women, peace and security agenda at the UN Security Council Open Debate of UNSCR 1325, held on 13 October 2015.

In order to further raise awareness of the Resolution, the Gender Section organized informal side events to discuss issues such as: "The impact on disarmament and non-proliferation"; "UNSCR 1325 in the Swedish armed forces"; "Women in conflict prevention"; and "Engaging men in gender equality issues".

The Office for Democratic Institutions and Human Rights (ODIHR) has continued its efforts in supporting participating States to implement their commitments on gender equality in the first dimension. ODIHR's Human Rights, Gender and Security activities support participating States in strengthening and mainstreaming human rights and gender considerations in the security sector. The programme has three pillars of work:

- Increasing the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work;
- Improving respect for and protection of the rights of women and men working within the security sector;

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[50] http://peacewomen.org/sites/default/files/UNW-GLOBAL-STUDY-1325-2015%20(1).pdf

- Increasing the diversity of the security sector by providing equal access to and opportunities for advancement to men and women of all backgrounds.

The extensive work ODIHR has conducted during the reporting period on UNSCR 1325 and assisting participating States in its implementation is further listed in Section 2.6.3 and Annex X.

To help participating States implement the commitments outlined in UNSCR 1325, the OSCE's **field operations** continued their support in developing targeted projects. The Programme Office in Astana organized a round table to review Kazakhstan's progress and challenges in the implementation of UNSCR 1325. Gender aspects of security sector reforms in France and Georgia were presented, as well as the countries' experience with developing a National Action Plan. Participants also discussed Kazakhstan's plans to deploy female military observers to UN peacekeeping operations. The round-table discussion gathered some 50 high-level state officials, parliamentarians, representatives of non-governmental and international organizations and academia. The Programme Office implemented a project where one of the components focused on assisting the Ministry of Defence in promoting gender equality standards within armed forces and implementing UNSCR 1325.

The Mission to Serbia worked on mainstreaming gender in the security sector, increasing the understanding of gender and security at the local level, developing the capacities of civil society organizations (CSOs) with regard to gender and introducing an academic course on gender and security at the Belgrade University Faculty of Political Sciences. This was done while implementing a wide range of activities, including seminars, training sessions, workshops, provision of books and organization of guest lecturers.

The Mission to Bosnia and Herzegovina organized a regional exchange meeting on the development of national action plans for the implementation of UNSCR 1325 for gender institutional mechanisms from BiH, Serbia, Montenegro, FYR of Macedonia, and Croatia, with the aim of elaborating strategic priorities into clear activities for a regional project proposal. Furthermore, a meeting between the municipalities in BiH and Niš in Serbia was organized to discuss UNSCR 1325 on a local level. This discussion was then continued with local gender equality commissions in BiH with the aim of creating local action plans to enhance the implementation of the Resolution. The mission also supported the host country by organizing a workshop on UNSCR 1325 with Gender Focal Points (GFP) from the Ministry of Defence, Armed Forces, Ministry of Security, and various police agencies to discuss aspects of implementation.

Gender mainstreaming the **police force** is key to the implementation of UNSCR 1325 as it is an important tool to ensure that security concerns of both men and women are addressed.

In 2015, ODIHR organized a series of expert meetings for the development of a handbook and training manual on the human rights-compliant policing of assemblies (*Human Rights Handbook on Policing of Assemblies*). Two pilot training sessions were delivered to police commanders in Kyrgyzstan and Poland in July and October 2015. Both training tools stress the need to differentiate police responses during assemblies, with a special focus on women's groups. They highlight the safety needs of particular groups, including women, as well as the importance of a gender-balanced deployment of police during assemblies.

Several OSCE field operations, such as the Presence in Albania, the Mission in Kosovo and the Office in Yerevan, have projects on policing in which they strive for gender balance in the training provided to their national security counterparts.

The Centre in Bishkek ensured that female Members of Parliament (MPs) were included in the ongoing police reform with a view to increasing female participation in the parliamentary control of the process. Furthermore, the Kyrgyz Association of Women Police, which was established with the support of the Centre in 2010, was provided with the opportunity to take part in the International Association of Women Police Conference in the UK.

The Mission in Kosovo in its support to the Local Public Safety Committees introduced separate sessions on gender equality within the training curricula of community policing so that safety issues concerning both women and men are addressed.

In its work with the police, the Mission to Serbia has included gender analysis throughout its support in order to capture the needs of women and men. This was done through workshops, public debates and focus groups discussing various aspects of security.

The Office in Tajikistan supported the Ministry of Internal Affairs (MoI) in its gender-mainstreaming efforts, including the establishment of Gender-Sensitive Police Units in regional MoI offices. The Office´s efforts are focused on expanding such units into other regions and building the capacity of police officers on gender issues through a series of training sessions, as well as promoting and re-enforcing the implementation of the Law on Prevention of Domestic Violence in the Republic of Tajikistan. The Office supported the MoI in the creation, renovation, equipping and training of three additional Gender-Sensitive Police Units, each headed by female police officers, to tackle domestic violence issues in the regions.

The Office in Yerevan, in association with the Armenian Police and the Geneva Centre for the Democratic Control of Armed Forces (DCAF), organized a round table dedicated to the issue of gender equality in the police. The round table targeted police leadership, policy makers and human resource managers.

Gender analysis also plays an important role in **border management** as it can improve operational effectiveness when addressing such issues as counter-terrorism and trafficking, which are key OSCE programmatic components.

The Border Security Management Unit (BSMU) in the Transnational Threats Department (TNTD) organized a five-day training course on border security and management in Ulaanbaatar for 25 female officials from Mongolian border-related agencies. The training was hosted by the Mongolian Ministry of Justice and the Law Enforcement University and brought together women officials from different border-related agencies, including: the National Police Agency, the Border Protection Agency, the Border Protection Institute, the National Emergency Management Agency, Chinggis Khan International Airport, Immigration and Citizenship Agency, the Customs Authority, the Graduate School for Security Studies and the Police Legal Studies Office of the Law Enforcement University.

The Border Management Staff College (BMSC) in Tajikistan works actively to promote gender equality in border security and management. It continues to include female experts, both as lecturers and participants. In 2015, the number of women graduates increased significantly. Fifteen thematic courses/seminars were delivered to 292 participants (98 women) from 27 countries. In addition, throughout 2015, a series of capacity-building events were organized specifically targeting female participants. These included a staff course for women leaders, a border management awareness course for female Afghan border police members and a round table on women's role in contemporary security environment, which focused on ways to increase the recruitment, retention and advancement of female border professionals in border security and management.

The Action Against Terrorism Unit (ATU) in the Transnational Threats Department (TNTD) continued its work with women in counter-terrorism activities and supported the development of a good practices document, which was adopted by the Global Counterterrorism Forum (GCTF) in September 2015. The TNTD/ATU and the OSCE Office in Tajikistan also organized a Regional **Counter-Terrorism** Expert Workshop in Dushanbe as the first activity undertaken to implement *OSCE Ministerial Council Declaration No. 5/14 The OSCE Role in Countering the Phenomenon of Foreign Terrorist Fighters in the Context of the Implementation of UN Security Council Resolutions 2170 (2014) and 2178 (2014)*. Women's participation was specifically discussed in the design and delivery of initiatives to counter Violent Extremism and Radicalization that Leads to Terrorism

(VERLT) at the grass-roots level, including the need for developing community-based approaches against foreign terrorist fighters, radicalization and recruitment, by empowering youth, families, women, civil society leaders and organizations to build resilience to VERLT. Additionally, the issue of recruitment of young females as foreign terrorist fighters through social media was briefly touched upon.

ODIHR organized the workshop in Poland on "The phenomenon of foreign terrorist fighters: a human rights perspective" to explore the human rights and gender implications of measures addressing this phenomenon. The workshop informed the publication of an ODIHR background paper on "Countering the incitement and recruitment of foreign terrorist fighters: the human dimension" on the occasion of the OSCE-wide counter-terrorism conference (30 June to 1 July 2015, Vienna). Discussions highlighted that responses to the phenomenon of foreign terrorist fighters often consider women as passive actors in the anti-terrorism context and exclude them from states' engagement. Participants pointed out the need to strengthen the understanding of women's roles in this phenomenon and to mainstream gender in the planning, implementation and evaluation of all counter-measures.

In November 2015, ODIHR delivered two training sessions to mid- and senior-level officers of law enforcement institutions of Spain on complying with human rights standards while effectively countering terrorism. Participants conducted a risk-assessment of non-human rights-compliant and non-gender-sensitive, counter-terrorism practices, discussed ways to increase community support for counter-terrorism policing, including by involving both men and women within communities. They also discussed the impact of gender-based stereotypes on the effectiveness of counter-terrorism policing.

Additionally, in co-operation with TNTD/ATU, ODIHR organized a training module to raise gender awareness and an understanding of the different needs of men and women in the process of counter-terrorism investigations as gender considerations come to play in undercover operations, arresting and detaining suspects, conducting body searches, providing medical care, interviewing suspects, witnesses and victims.

Field operations also focused their efforts on counter-terrorism. The Mission in Kosovo had a specific module on the role of women in the round table they organized on VERLT. The Mission to Serbia supported the inclusion of the participation of women in the national strategy and action plan for combating terrorism. The Office of the Project Co-ordinator in Ukraine ensured that a gender perspective was included in the capacity-building training for combating organized crime and terrorism that was delivered to Ukraine's law enforcement agencies.

In the field of **mediation** the Conflict Prevention Centre (CPC)'s Mediation Support Unit developed training sessions on mediation that incorporated gender equality issues recognizing that they affect mediation processes and should therefore be incorporated as cross-cutting themes. The OSCE Mediation Training Course in October 2015 included a session dealing with the topic of gender and mediation, and featured an OSCE case study addressing this issue.

2.3   Economic and Environmental Dimension

The necessity of gender mainstreaming the second dimension is outlined both in Ministerial Council Decision No. 10/11 *Promoting equal opportunities for women in the economic sphere*, and in the Gender Action Plan where women's economic empowerment, as well as the inclusion of women in decision-making structures, is highlighted as one of the priority areas. As such, OSCE executive structures are required to include a gender perspective, analyse obstacles and develop projects to assist women in fulfilling their economic potential. This includes activities designed to address discrimination in access to and control over resources (e.g. inheritance rights and natural resources such as water), as well as promoting women's entrepreneurial and other work-related skills needed for successful employment.

During the present reporting period, OSCE structures implemented 41 projects with a gender perspective in the economic and environmental dimension, compared with 52 projects in the previous period, The Office for the Co-ordinator of the Economic and Environmental Activities (OCEEA) and the field operations in Albania, Astana, Bishkek, Montenegro, Serbia, Tajikistan, Ukraine, Uzbekistan and Yerevan implemented projects that were gender mainstreamed. Of the 41 projects only 12 per cent, or five projects, reported to have gender equality as the principal objective (grade 3). However, this is a rise on the previous reporting period when only two grade-3 projects were recorded. By comparison, the number of projects with gender equality as a significant objective, or to be fully gender mainstreamed, fell to 27 per cent from 36 per cent in 2014. A majority of the projects reported, 61 per cent, continue to be gender mainstreamed with regard to participation only.

2.3.1   Promoting Equal Opportunities for Women in the Economic Sphere

Of the 18 projects reported under this theme, only four (22 per cent) were assessed to have gender equality as a principal objective, equal to the number with gender equality as a significant objective, or fully gender mainstreamed. Ten of the projects, or 56 per cent of the total, included a gender element only in terms of participation.

OCEEA implemented a workshops project on gender-sensitive labour migration in the Mediterranean region and in Eastern Europe. The objective of the project was to promote greater awareness as well

as enhancing the capacity of practitioners and policy makers in the field of labour migration to enable them to mainstream a gender perspective in their work.

In field operations, the Project Co-ordinator in Uzbekistan and the Office in Yerevan were the only executive structures to implement projects that took **promoting equal opportunities for women in the economic sphere** as their principal objective. The Office in Yerevan continued its work on enhancing women's economic empowerment in the Syunik region, one of the most remote areas of the country. The project supported the establishment and development of handicraft clubs within women's resource centres in Goris, Kapan, Meghri and Sisian, as well as a "Wool to Carpet" studio in Shinuhayr village. Several groups of local women artisans received an opportunity to acquire or improve their handicraft skills. Overall, the project created job opportunities for over 120 women in the region, who received specialized instruction in wool spinning, carpet making, crocheting, pottery and needlework.

The Project Co-ordinator in Uzbekistan promoted employment opportunities for women and girls in rural areas of Uzbekistan by building professional skills of unemployed women and girls in confectionery, hairdressing, sewing and national embroidery, and by increasing their knowledge of business processes involved in establishing their own enterprise in each of these four areas. The training enabled women to access better employment opportunities, with 83 out of 195 participants finding employment by the end of 2015. At the same time, 34 women who took part in the training started their own businesses following the training.

OSCE field operations implemented a number of other projects on economic empowerment that were not targeted specifically at women but which brought them benefits. The Office in Tajikistan, while lending its support to the host country to fulfil its commitments in the economic sphere ensured that women formed part of the target group. The Business Resource Centres (BRC) in support of projects were selected based on their ability to solicit women as beneficiaries. The technical approaches on providing consultations to women in religious and traditional communities were reviewed and suggestions were made to enhance their accessibility to women. One BRC is focusing mainly on women as they have longstanding experience of working with female entrepreneurs. Furthermore, Cross Border Trade Recourse Centres have been trained for over six years to make their services more accessible to women.

In Uzbekistan, the Project Co-ordinator supported the development of farming and regional agricultural trade and encouraged female participation to ensure that women and men farmers have equal access to knowledge to enhance production and trade in horticultural produce.

Both OCEEA and several field operations, such as the Programme Office in Astana, the Office in Tajikistan and the Centre in Bishkek, focused their efforts on **fighting corruption**. Although women

were not the main target of any of these projects in many cases the offices applied a gender analysis or ensured female participation in their work. The Presence in Albania ensured that a survey on corruption gathered sex-disaggregated data to understand how women and men are affected differently. The survey was part of a project to assess corruption levels in Fier and Lushnja and build capacity of local government and civil society to more effectively co-operate in tackling corruption. They subsequently developed specific recommendations on how to reach out to women as a specific target group when implementing communication instruments to fight corruption.

2.3.2 Environment

Continuing the trend of previous years, only a small number of environmental projects, 23 in total, reported a prominent gender perspective. Only one project, implemented by OCEEA and the Gender Section, had gender equality as a principal objective. Six projects, or 26 per cent, reported gender equality as a significant objective, or being fully gender mainstreamed. The field operations in Montenegro, Serbia, Uzbekistan, Tajikistan and Yerevan implemented these projects. Some 65 per cent of projects, or 15 projects, were reported to have a limited contribution to gender equality, being mainstreamed only in terms of a balanced representation of experts, panel composition and participation. Efforts to achieve more balanced gender representation were often hampered by the smaller number of female technical experts available in the required sectors, but, despite this, levels of awareness are rising.

In co-operation with the Gender Section, OCEEA implemented a project on **women, water management and conflict prevention** involving a regional training workshop on gender mainstreaming and conflict resolution in water governance and a targeted career development seminar for female water professionals.

Some of the field operations, such as those in Uzbekistan and Yerevan, carried out a wide range of gender-mainstreaming activities targeting the **Aarhus Centres**.[51] Special attention was paid to integrating a gender perspective into the activities related to all pillars of the Aarhus Convention (access to information, public participation and access to justice), co-operation with women NGOs and effectively employing OSCE guidance material on gender and the environment.

In Bishkek, the Centre supported a project aimed at improving **governance of natural resources** in Kyrgyzstan and focused on strengthening water resources management, implementing the Aarhus Convention and improving capacities for disaster risk reduction. There was active involvement of women in access to justice training in Bishkek and Osh where some 20 women out of 45 participants

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[51] The Aarhus Centres provide platforms to engage citizens, governments and the private sector in a dialogue on environmental challenges. Access to information, public participation in environmental decision-making and access to justice in environmental matters are the pillars of the 1998 Aarhus Convention. They are also the basis for the work of the 59 Aarhus Centres operating in 14 countries in the OSCE area.

attended the training sessions. During the monitoring visits organized by Aarhus Centre in Osh women participated in an environmental monitoring training and a field visit on compliance with the laws of the Kyrgyz Republic on coal mining.

The Office in Tajikistan focused efforts on **water management and energy security** targeting women who occupy high governmental positions in order to boost the number of women in this area, which has traditionally seen a low level of female participation.

The Mission to Montenegro continued its support to the Montenegrin environmental sector and made concerted efforts to ensure female participation by being aware of childcare needs, meeting hours and appropriate transportation means.

The Mission to Serbia strengthened participatory governance in **environmental protection and disaster risk reduction.** The Mission supported a high-level, cross-sectorial round-table discussion on introducing amendments to existing policies, with particular attention paid to gender-sensitive mechanisms that would enable both men and women to better respond to natural disasters caused by floods.

OCEEA implemented a project on disaster risk reduction and ensured that gender-disaggregated data were kept and presentations on local disaster risk reduction plans addressed gender mainstreaming.

2.4   Human Dimension

The programmes and projects in the third, or human, dimension fall under four priority areas of action identified in the 2004 Gender Action Plan: non-discriminatory legal and policy frameworks; violence against women; participation of women in political and public life; and national mechanisms for the advancement of women.

For 2015, OSCE structures reported an overall number of 221 projects under the third dimension. As highlighted above, this number only includes the projects reported by the Organization's structures and might not reflect the actual number of projects implemented across the region. Out of the 221 projects, 195 were reported to have a gender dimension (88 per cent). Of these, 42 (22 per cent) scored three on the gender marker scale, 67 (34 per cent) scored two and 86 (44 per cent) scored one. The number of projects assigned a three is significantly higher than in 2014 at 42 projects compared to 33. Still, there has been a lack of progress in increasing the number of projects that are fully gender mainstreamed (gender marker two) compared to those with limited gender mainstreaming, indicating a need to increase efforts to fully mainstream projects that are now assigned a gender marker one or projects that are not considered as gender mainstreamed.

The section below highlights selected examples of ODIHR's work in the sphere of gender mainstreaming and gender-specific programming in the third dimension. A full overview of the ODIHR activities that support gender equality in the human dimension is provided in Section 2.6.3.2 and Annex II of this report.

2.4.1 Ensuring a Non-Discriminatory Legal and Policy Framework

The OSCE provides participating States with support in ensuring that national legal frameworks comply with international legal standards and OSCE commitments. This is done through the provision of technical assistance on gender equality, conducting legislative reviews, training key stakeholders such as legislators, judicial actors, and local governance representatives, and providing recommendations to institutions on integrating a gender perspective in legislation and policy. Several OSCE initiatives that support the establishment of a non-discriminatory legal and policy framework focus on decentralization policies at regional or municipal level.

During the reporting period, OSCE executive structures helped participating States **address women's rights and gender equality in legislation** on a range of issues, including budgetary processes, media, legal aid and legal reform. Issues related to legal and policy structures addressing domestic violence are addressed in sub-section 2.4.2.

ODIHR conducts legislative reviews of all legislation within the human dimension, which includes analyses of the different impacts that legislation may have on women and men. ODIHR's Legislative Support Unit also continues to work on further developing tools and mechanisms to ensure that gender aspects are systematically addressed in all reviews.

In 2015, gender aspects were covered in several **legal opinions** prepared by ODIHR, including those focusing on the regulation of political parties in Ukraine, with ODIHR recommendations to ensure greater gender balance in the composition of the Ukrainian judiciary at all levels; the police reform in Serbia, particularly with regard to equality and non-discrimination in the performance of police duties and the composition of police forces at all levels; the criminal procedure in the Kyrgyz Republic, which has a dedicated section addressing victims' rights and gender and child-sensitive criminal proceedings; and prosecution-related legislation of Moldova and Georgia, which proposed ways to ensure greater gender balance in the prosecution service, including in higher positions.

In 2015, ODIHR included in its methodology for legislative assessments a specific assessment of whether the existing policy, legal and institutional framework and mechanisms/tools in a given country contribute to enhanced diversity and gender mainstreaming in policy and law-making

processes. This enhanced methodology was applied in a comprehensive assessment of the law-making process in Kyrgyzstan and follow-up workshops on key law-making issues organized in Armenia in 2015.

In 2015, the section on gender of the ODIHR online legislative database www.legislationonline.org, was restructured and better aligned with OSCE commitments and latest state legislation pertaining to gender equality, women's political participation and the prevention and protection from violence against women.

Several OSCE field operations initiated new or continued existing initiatives to support improvements to the legislative and policy framework at the national and local level from a gender perspective. In 2015, the Centre in Bishkek engaged state institutions and civil society in **advancing the ongoing judicial reform** to ensure that new legislation is in compliance with international standards of rule of law and OSCE commitments, including gender equality. The project focused mainly on the reform of the criminal justice system of Kyrgyzstan, which encompassed the drafting of key legislation, such as the criminal code and the criminal procedure code, with a gender component aimed at incorporating gender-sensitive provisions, including alternative measures of detention for women with infants or single parents with children in the draft laws. The Centre also supported efforts to increase penalties for certain crimes, such as bride-kidnapping and gender-based violence.

In 2015, the Mission to Bosnia and Herzegovina published the second volume of the report "Combating impunity for conflict-related sexual violence in Bosnia-Herzegovina". The report examined the achievements and obstacles in **investigating, prosecuting and adjudicating cases of conflict-related sexual violence, and ending impunity for such crimes** within the entities and Brcko District levels of the criminal justice system. The report is part of the OSCE War Crimes Justice Project, which places specific emphasis on conflict-related sexual violence throughout all its activities. In this context, the Mission also conducted targeted advocacy and provided advice to BiH judicial actors, for example through two peer-to-peer meetings of prosecutors and judges and an ODIHR Regional Peer-to-Peer Meeting for War Crimes Investigators in Sarajevo. The discussions highlighted several issues affecting the work of the prosecutors, including the examination of witnesses and suspects, the issue of compensation for victims in criminal proceedings, classification and standards of proof for sexual violence cases, and questions about the correct procedures for handling protected witnesses. The Mission also supported local NGOs working with victims and witnesses of conflict-related sexual violence, and co-organised and supported numerous workshops, conferences, and co-ordination meetings of witness support networks in Bosnia and Herzegovina in 2015.

The offices in Kosovo, Skopje, Moldova and Ukraine worked closely with national governments to develop **gender equality laws, programmes and action plans**.

A major achievement was reached when in June 2015 the Kosovo government passed the final draft law on Gender Equality. The OSCE Mission in Kosovo (OMiK) organized consultations to receive feedback on the draft law from interested parties, including civil society organizations (CSOs) working on gender-related issues, which were reflected in the final draft. This project also entailed awareness-raising activities on access to justice rights, including access to justice for survivors of gender-based violence. OMiK also organized four round tables to present new components of the Law on Gender Equality, reaching 88 municipal officials (54 women and 34 men) to discuss practical concerns that could impact implementation. The Mission further supported workshops on finalizing the human rights package of laws, including not only the Law on Gender Equality but also the Law on Protection from Discrimination and the Law on Ombudsperson. The Mission argued for inclusion of gender-sensitive language in the laws as well as to use proper definitions of sex and gender in various language versions. Most of the comments to the draft human rights package of laws submitted by the Mission were taken into consideration prior to approval of the laws and their entry into force in July 2015.

The Mission to Moldova supported the evaluation of the 2010-2015 Gender Equality Programme and 2014-2015 National Action Plan on Gender Equality of the Ministry of Labour, Social Protection and Family. The assessment highlighted the main achievements and gaps in promoting gender equality and the recommendations have been incorporated into the development of a new programme for 2016-2020. The Mission also supported a review of the existing law on combating and preventing domestic violence, against a Government request, and provided recommendations.

In Skopje, the Mission addressed gender equality as a cross-cutting issue within the implementation of the Action Plan developed for the National Strategy for Equality and Non-Discrimination (2012-2015). This was achieved through supporting the preparation of an expert analysis of gender-based discrimination practices in the area of access to goods and services and the development of a research project on the gender pay gap, conducted by the Commission for Protection from Discrimination. The Mission also made efforts to ensure a gender balance among participants and the representation of women's civil society organizations at all events relating to the Action Plan, in particular within the Working Group for drafting the new National Strategy for Equality and Non-discrimination 2016-2020.

In 2015, the Project Co-ordinator in Ukraine (PCU) supported a number of governmental legislative initiatives, in particular, an Action Plan to Implement the National Human Rights Strategy through

2020, which was adopted by the Cabinet of Ministers of Ukraine on 23 November 2015. The PCU particularly focused its assistance on such strategic areas as gender-based and domestic violence, trafficking in human beings and slavery, and ensuring equal rights and opportunities for women and men.

In the framework of its project on enhancement of Good Governance Standards, the Mission to Montenegro supported the Parliamentary Committee for Gender Equality in developing a roadmap for an action plan for **gender mainstreaming in Parliament**. The Mission, with the support of ODIHR, provided international expertise, and supported the Committee to develop the plan. The Roadmap towards a Gender-Sensitive Parliament of Montenegro was presented to MPs and the Secretary General of the Parliament in 2015 and activities for its adoption and implementation will continue through 2016.

The Mission to Serbia and the Mission to Skopje supported state institutions and civil society to apply standards of **non-discrimination and equal opportunities**, including gender-based discrimination. In Serbia, the Mission supported the implementation of training on anti-discrimination legislation for students of the Judicial Academy, focusing on how to recognize and identify discrimination, international and national legislation, the role of the Commissioner for Protection of Equality and measures of protection from discrimination of persons with disabilities. The training addressed particular cases of multiple discrimination of women belonging to vulnerable groups (Roma, persons with disability, the elderly). In addition, the Mission also worked with local youth policy actors, with a focus on young women, to build their capacity on non-discrimination principles and the application of the Guide on Working with Vulnerable Groups and Non-Discrimination Principles.

At the municipal level, the Mission to Montenegro continued its multi-year project to improve gender equality by increasing participation of women in public life. In 2015, particular attention was given to the implementation of the Law on Gender Equality, and supporting gender equality principles and standards among youth and media representatives. The Mission assisted a Podgorica Municipality-led working group in adopting its own Gender Equality Action Plan by organizing four seminars and meetings with stakeholders. The Mission also assisted the implementation of such action plans in four local government units, through the provision of training and additional mentoring sessions for the Municipal Gender Focal Point Network.

The Mission to Bosnia and Herzegovina continued implementation of its project for the adherence to the principles of gender equality, through enhancing the capacities of domestic actors for the advancement of gender equality and the principle of non-discrimination. During the reporting period, 18 Gender Action Plans for 18 local municipalities were developed. The manual on implementing the

Law on Gender Equality at the municipal level in the Federation of Bosnia and Herzegovina was developed in 2014, and in 2015 translations to official languages and English were prepared and published on the Mission's and the Federation of Bosnia and Herzegovina Gender Centre's website. Twelve gender-sensitive draft operational plans were also developed and submitted for adoption.

In the context of the work on supporting decentralization processes from a human rights perspective, the Mission to Serbia promoted equality at the local level through the Gender Equality Benchmarking Tool. This included support for local Gender Equality Mechanisms (GEMs) through the development of local action plans for implementation of the European Charter for Equality of Women and Men in Local Life. During the reporting period, a guidebook was developed of local action plans for the implementation of the Charter, online training on good governance and gender equality for local councillors. A training cycle on good governance and gender equality was organized for 91 trainees (60 women and 31 men) from 51 local self-governments.

Finally, in the area of **awareness-raising on rights**, OMiK printed and distributed 2,600 catalogues on women's access to property rights (2,000 in Albanian, 500 in Serbian and 100 in English). Three two-day workshops on women's access to property rights were held with 81 participants (67 women and 14 men) including municipal officials, civil society, and representatives from the Ministry of Environment and Spatial Planning. Nine training sessions on gender equality were held for 192 Kosovo Serb, Kosovo Roma and Kosovo Ashkali high school students (124 boys and 68 girls) in the Kosovo Serb majority municipalities and villages. Furthermore, three debates were also organized with some of the students who attended the training sessions. A Department of Human Rights and Communities documentary "They made it happen! You can do it too" was screened with 280 students (117 boys and 163 girls) attending nine events in the different schools across Kosovo. In addition, a workshop and awareness campaign was organized during the international campaign to stop violence against women and girls, "16 Days of Activism against Gender-based Violence (GBV)", held every year from 25 November to 10 December.

2.4.2 Preventing Violence against Women

The 2005 *Ministerial Council Decision 15/05 Preventing and Combating Violence Against Women* encouraged participating States to address violence against women through legislation, supporting victims' access to justice and education of relevant institutions. In 2014, participating States adopted *Ministerial Council Decision 07/14 Preventing and Combating Violence Against Women*, which sets out further commitments in terms of preventing and prosecuting violence, protecting victims and building partnerships to achieve goals. Throughout the reporting period, OSCE field operations have undertaken a range of activities in these different areas to support participating States to implement

not only their OSCE commitments, but also international conventions and legal standards on violence against women, such as the Council of Europe's Istanbul Convention. Activities focused largely on three main components, including prevention of violence against women, support for victims of violence and legal reform to ensure access to justice and strengthen the judiciary to deal with violence against women.

At the field level, a wide range of activities took place in the reporting period to **prevent violence against women and girls**. These were often conducted in the framework of the "16 Days of Activism against Gender-Based Violence", the work on engaging men and boys to combat violence against women, as well as general awareness-raising.

In 2015, the **Centre in Bishkek** addressed gender-based violence prevention and response activities in its project for enhancing gender equality and women's potential as agents for conflict prevention in Kyrgyzstan. The project targets women to take part through Women Initiative Groups (WIG) in the South of Kyrgyzstan while also police, officers of the national security body and the military are included. At the same time, the project targets men, mainly imams and athletes, to discuss gender-based violence and promote gender equality and remind themselves of human rights and observance of laws. Some noted achievements during the reporting period included the referral of 1,017 cases of violence by the WIG network; agreement by the branch of the Spiritual Board of Kyrgyzstan's Muslims in Osh city to advocate against unregistered marriages especially with reference to underage girls, and to propose legislative amendments to prevent further violations of the rights of girls and women. In addition, sports trainers were introduced into the basics of gender equality and prevention of gender-based violence.

Several OSCE offices organized activities in the context of the annual "**16 Days of Activism against Gender-based Violence**" campaign, many arranging specific activities to **engage men and boys** on this topic. The Office in Tajikistan organized a campaign with male politicians "Men Engage to Combat Violence against Women – White Wristband Commitment", with the participation of 17 prominent men from political and public life in Tajikistan. The Office also organized over 40 awareness-raising events on gender equality and women's rights with authorities in five regions of the country between 8 March and 15 May and within the "16 Days of Activism against Gender-based Violence" campaign dates of 25 November to 10 December, reaching more than 6,000 people directly and 50,000 indirectly.

The Mission to Bosnia and Herzegovina supported a Gender Equality Week and co-ordinated with CSOs and national authorities to plan activities related to the "16 Days of Activism against GBV" campaign. A round-table event on the issues of women with disabilities in Republika Srpska was

organized to raise both public and institutional awareness about the challenges that women with disabilities face on a daily basis. The White Ribbon Campaign, which symbolizes men's engagement in fighting violence against women, was supported by printing and awarding ribbons for members of the Federation of Bosnia and Herzegovina's Government.

In the area of **response to violence against women and support services for victims/survivors**, OSCE executive structures worked with governments to strengthen co-ordination and response mechanisms, as well as the capacity of service providers, including the police and shelters.

In 2015, the Mission in Kosovo continued its project to enhance capacity and raise awareness at both the central and local levels on gender equality and gender-based violence. During the reporting period, the Mission's Department of Human Rights and Communities Domestic Violence Focal Points monitored the implementation of the Standard Operating Procedures (SOPs) for Protection from Domestic Violence, monitoring a total of 56 cases. OMiK also supported the drafting of a new Kosovo Strategy and Action Plan against Domestic Violence 2015–2018. The Mission supported the establishment of municipal co-ordination mechanisms on domestic violence in five pilot municipalities. Further, OMiK organized five round tables to present the findings, reaching 139 relevant stakeholders (79 women and 60 men) responsible for protecting victim's rights, such as centres for social work, police domestic violence units, victim advocates, the Kosovo Shelter Coalition, municipal directorates, municipal gender officers and civil society. In addition, 14 working group meetings were organized to support the establishment of municipal domestic violence co-ordination mechanisms in Prizren, Pejë/Peć, Viti/Vitina, Gllogovc/Glogovac, Lipjan/Lipjane, Prishtinë/Priština and Vushtrri/Vucitrn, gathering 260 duty bearers (141 women and 119 men) involved in the fight against domestic violence at the municipal level. OMiK also organized five training sessions reaching 118 service providers (81 women, 37 men) from municipalities throughout Kosovo. The training encouraged duty bearers directly involved in the process to implement a programme on social reintegration and rehabilitation for survivors.

During the reporting period, the Mission to Moldova implemented a project for the capacity-building of crisis services for women and families (shelters). The project focused on combating and preventing human trafficking and domestic violence in Moldova by equipping staff at the crisis centres and shelters with the necessary skills to assist victims/survivors. This way, it contributed to improved access for survivors of trafficking and domestic violence to multi-sectorial crisis services, including psychological counselling, legal consultations, and legal representation. The project aimed at strengthening the skills of multi-disciplinary teams of specialists and the capacity of shelters and other centres in providing assistance to victims, especially regarding the implementation of protection orders. On the left bank, case management training was provided to the staff of a newly established

shelter in Tiraspol to ensure its sustainability. While basic operations for protective services for victims of domestic violence and human trafficking are provided by the government, primarily in larger communities, the Mission's support allowed for an increase in the capacity of service providers to reach out to rural areas, which led to more cases being identified in small communities.

The Mission to Montenegro's ongoing project on the prevention of early forced marriages continued in 2015 and engaged with key stakeholders in six municipalities, including institutions working with vulnerable groups (mostly Roma and Egyptians) to assess needs and gather inputs for an in-depth mapping analysis.

To aid Ukraine's police reform, the Project Co-ordinator in Ukraine helped to ensure that newly recruited officers had the necessary professional skills and knowledge, and supported the development of courses on combating human trafficking and responding to domestic violence. Between April 2015 and the end of the year, 9,000 new police patrol officers (of whom 20 per cent were women) in 17 Ukrainian cities were trained on how to handle domestic violence incidents and deal with various forms of trafficking in human beings. The courses received positive evaluations from the trainees. The monitoring conducted by the Interior Ministry demonstrated an 80 per cent increased trust in the new patrol police during July to November. According to an opinion poll held by a national media outlet in December, 60 per cent of respondents consider the new patrol police to be better than the previous one.

The Office in Tajikistan supported the opening of three new Gender-Sensitive Police Units in Kumsangir, Isfara and Penjakent, which have been refurbished, equipped and staffed with officers trained to address domestic violence cases. The Office provided expert support to adjust the curricula of the Police Academy on combating domestic violence and combating trafficking of human beings.

In 2015, the Mission in Bosnia and Herzegovina extended its database on domestic violence referrals and cases in the Federation of Bosnia and Herzegovina. It also supported ten training sessions on dealing with domestic violence procedures and trained representatives of police, safe houses, and centres for social work from ten cantons on how to use the database. A cantonal co-ordination body in the Central Bosnia Canton was established, and the Mission facilitated several meetings. At the end of 2015 two documents were developed and sent to the Cantonal Government for adoption: the "Programme of measures for preventing, protecting against and combating domestic violence" and the "Protocol on international co-operation in the prevention and protection of victims of domestic violence in Central Bosnia Canton". The Mission also partnered with local women's NGOs from six municipalities in order to organize round-table discussions across Republika Srpska on GBV. Issues surrounding the protection of victims by social and healthcare systems and the police were discussed

with a number of survivors of domestic violence. A public campaign was launched through one of the most popular news portals in Bosnia and Herzegovina "Buka" in order to engage the public in these issues and educate them on available assistance services, especially SOS lines. All seven NGOs that run safe houses throughout the country joined the campaign, which was viewed over 30,000 times in the first three days of airing on-line.

The Mission in Serbia also provided capacity-building to duty bearers responding to cases of gender-based violence. Employees working in information services at public prosecution offices were trained on the possible special needs of female victims and were provided with software for keeping disaggregated statistics on victims of crimes, including gender-based violence and human trafficking. In addition, the Mission supported Information Services for Injured Parties and Witnesses at the Higher Prosecutor's Office in Belgrade, Kragujevac, Niš and Novi Sad to ensure the presence of trained female victim support officers in each Information Service Office. These activities are part of a project initiated in 2015 for the establishment of a national support system for victims and witnesses of crime in Serbia. The project fully integrates gender considerations in recognition of the fact that women are frequently victims of serious criminal offences such as rape, trafficking in human beings and domestic violence. It aims to develop a general approach which will enable overall support to victims and witnesses in criminal proceedings, taking into account gender, sexual orientation or age. There is a particular focus on the need to prevent secondary victimization of especially vulnerable groups, such as survivors of gender-based violence, trafficking in human beings, or juveniles.

During the reporting period, the Centre in Ashgabat implemented a project to support victims of domestic violence in Turkmenistan. The Centre helps to operate the only hotline and shelter for victims of domestic violence in the country and works with government entities on awareness-raising about domestic violence and providing assistance to victims.

The final area of focus in combating violence against women and girls is that of legislation, **legal reform, training of the judiciary and the development of national strategies and action plans to combat GBV.**

In co-operation with UN Women and the United Nations Development Program (UNDP), OMiK supported the Office of the Kosovo Co-ordinator against Domestic Violence in the organization of four two-day workshops to draft the new Kosovo Strategy and Action Plan against Domestic Violence 2016–2020. The workshops gathered 150 participants (109 women and 41 men) including members of the inter-ministerial working group on domestic violence, Kosovo Police domestic violence units, prosecutors, judges, Kosovo Shelter Coalition, international organizations and civil society.

Following the Project Co-ordinator in Ukraine's contribution to a working group on development of legislative amendments needed to ratify the Council of Europe Istanbul Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention), the Project Co-ordinator supported the drafting of the first Ukrainian State Programme to Combat Domestic Violence till 2020.

The Mission to Moldova provided capacity-building activities for legal professionals on Combating Domestic Violence, Human Trafficking and Promoting Gender Equality, in partnership with the National Institute of Justice. In 2015, a total of 90 judges, 60 prosecutors, and 28 lawyers were trained on how to effectively handle domestic violence and human trafficking cases, including as it applies to cyber-crime. Additional activities focused on the capacity of law enforcement actors to combat Human Trafficking and Domestic Violence, and included training in the area of operational information analysis through specialized software. In co-operation with the Ministry of Interior, awareness-raising materials on domestic violence were developed that will be used in both internal and external information campaigns.

Furthermore, in Moldova in 2015 ODIHR reviewed draft amendments to the legal framework on preventing and combating domestic violence with the aim of harmonizing national legislation ahead of a possible ratification of the Istanbul Convention. Additionally, the specific situation of victims of violence against women was also addressed in opinions pertaining to criminal proceedings and legislation on mediation in Kyrgyzstan and to police reform in Serbia.

In Serbia, the Mission organized a dedicated session of the Committee on Human and Minority Rights and Gender Equality to discuss the implementation of policies related to domestic violence at the local level. In light of information provided, the Committee produced a new set of recommendations on necessary changes to legislation on domestic violence.

2.4.3 Promoting the Participation of Women in Political and Public Life

Ministerial Council Decision No. 7/09 Women's Participation in Political and Public Life describes the OSCE's commitment to promoting women's equal participation in democratic processes and political activities. The OSCE continues to provide technical assistance to participating States in improving opportunities for women, in particular those from minorities or marginalized groups, to participate in public and political life.

ODIHR works to increase women's participation in political and public life by identifying discriminatory laws and policies and sharing good practices for women's engagement in democratic

processes. For a complete overview of ODIHR activities refer to Section 2.6.2.3 and Annex X of this report.

As part of the work of the ODIHR Election Department, the ODIHR *Handbook for the Observation of Campaign Finance* was published, which includes a dedicated chapter on women's participation. The handbook provides guidance for ODIHR election observers, as well as citizen observers and national authorities. Collectively, these materials provide guidance to observers in their gender-related analysis of electoral processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practice.

In the context of the work of ODIHR's Democratization Department in the area of democratic governance, in 2015, the *Guidelines on Political Party Regulation*, jointly developed by ODIHR and the Council of Europe's Venice Commission, continued to constitute an important tool for ODIHR to assess the compliance of political party legislation with international and national gender equality standards and good practices. ODIHR engaged in a dialogue on gender equality with national stakeholders, through consultations and round tables on different aspects of political party regulation, to ensure that women and men are able to participate equally. The issue of gender equality was discussed during the Political Party Expert Workshop held in Kyiv in July 2015. The event was attended by 50 regional experts, including representatives of the Ukrainian Parliament, academia and civil society organizations.

In follow-up to the 2014 ODIHR Contact Point Roma and Sinti Issues (CPRSI) report "Situation Assessment on Roma in Ukraine and the Impact of the Current Crisis", the CPRSI signed an Implementing Partner Agreement with the Roma Women's Fund Chiricli to monitor the situation of Roma in Ukraine with a special focus on the position of women. The Chiricli report was published in English in April 2015. In addition, two events hosted by ODIHR's CPRSI in Kyiv in November 2015 ensured participation from a broad range of Roma civil society, including Roma women. Their active engagement ensured that gender-specific issues relating to the topics discussed were brought to the attention of the audience and captured in the outcome documents of the events.

Several OSCE structures conducted a range of activities to promote **women's political and public participation at the municipal and local level**, including in Serbia, Albania, Kosovo, Tajikistan, and Kazakhstan. The Presence in Albania carried out advocacy and provided technical support for the revision of the gender quota for local elections, which resulted in 35 per cent the elected councillor positions being taken up by women. A training session on the legal basis of local elections was organized for journalists: it included a gender component to help build awareness of gender issues and so encourage journalists to reflect gender perspectives in their reporting. The Presence in Albania

furthermore works with young people as 'agents for change' and supports local level youth initiatives as part of efforts to promote proactive participation of civil society in democratic processes, highlighting the challenges involved in ensuring the participation of young girls from remote isolated rural regions in project activities as well as electoral processes.

The Mission to Serbia continued its project to increase the participation of minority women within national municipal councils (NMC) and mainstream gender into their work, by building the capacities of minority women to exercise their roles as members of NMCs. The Mission organized a conference to present proposals for the NMC gender equality mechanisms in December 2015.

In co-operation with the National Commission on Women's Affairs and Family, the Centre in Astana organized a number of training sessions on how to apply principles of gender mainstreaming in politics and local government management, reaching 130 senior regional officials. The training covered practical measures to promote gender equality at municipal level, such as gender-responsive budgeting, gender statistics and disaggregated data and gender perspectives in the management of local governments. Participants also discussed ways to further promote women's empowerment as voters, candidates and leaders during election campaigns.

The Office in Tajikistan continued its multi-year project to support and strengthen the Women's Resource Centres at local level. During the reporting period a total of 3,510 people (2,772 female and 738 male) received legal consultations; 2,633 people (2,338 female and 295 male) received psychological consultations; 1,703 received vocational training (including 1,575 women); and 1,356 individuals in 37 communities participated in the development of Community Action Plans to mobilize available local resources to address local issues in the remote communities.

Across the OSCE area, executive structures implemented activities aimed at increasing **women's participation in decision-making processes**, including in elections - either as voters, candidates or election officials – as well as in public policy processes.

The Office of the Mission in Kosovo (OMiK) and the Mission to Serbia continued the implementation of their joint project, the 'Follow Us' initiative (formerly known as the Budva Process), to promote dialogue between prominent women from Pristina and Belgrade. In 2015, a documentary film which featured the dialogue between the two groups of women was promoted through four events, including a side event during the 2015 Western Balkans Summit in Vienna. The initiative and documentary received widespread media coverage. In the reporting period, two meetings were conducted with the two groups of women and an OSCE Dialogue Academy was organized for 22 young women from Belgrade and Pristina. The Dialogue Academy aimed at encouraging women to play a stronger role in

peace-building, negotiation processes and decision-making, and to enhance their potential role in helping to normalize relations between Pristina and Belgrade.

In March 2015, the Mission to Bosnia and Herzegovina organized its annual South-Eastern Europe Regional Conference of Women Members of Parliament on the topic, ''Equal and Empowered – Stronger Together''. The conference, held in Belgrade, highlighted the need to strengthen the role of women in public and political life, and to improve co-operation between women parliamentary networks in the South East Europe region. The annual conferences of women MPs are part of the regional parliamentary initiatives, supported by several OSCE Missions.

As part of its project on electoral reform and building the institutional capacity of Election Management Bodies (EMB), the Mission in Kosovo organized a dedicated activity on gender mainstreaming in the work of EMBs. The training contributed to further build the capacities of EMBs to review their policies and strategic planning from a gender-mainstreaming perspective. The OMiK focused during the reporting period on women caucuses at the central and local level, with a total of 1,182 individuals (1,033 women, 151 men) benefitting from the programme.

The Centre in Ashgabat conducted a two-day seminar on gender equality for representatives of the Mejlis, the Women's Union, the National Institute of Human Rights and Democracy and law enforcement bodies, focusing on empowerment of women in political life.

The OSCE Office in Tajikistan conducted several activities to promote the political participation of women. Among them was a meeting held in Warsaw on the side of the Human Dimension Implemention Meeting (HDIM) between five Tajik women politicians with the Chairmanship's Special Representative on Gender Issues and the U.S. Delegation to the OSCE. The meeting discussed gender issues focusing on the gender-related obstacles that Tajik women politicians face in their work. The Office also organized a thematic workshop on "Gender Stereotypes as an obstacle for women's advancement in political life" in September 2015.

In 2015, the OSCE Parliamentary Assembly (PA) organized six election observation missions. Gender equality and the participation of women in public and political life are always under the scrutiny of the OSCE PA, together with ODIHR, in electoral process evaluations. Gender balance in the leadership of the missions is one key strategy followed. ODIHR undertook 18 election observation activities, all of which assessed women's participation as voters, candidates and elected representatives; their involvement in leadership roles within state institutions, electoral commissions and political parties; and how the legal framework and media structures affect women, as well as men.

The Mission to Serbia and the Mission to Bosnia and Herzegovina worked on **gender-responsive budgeting at the local and national level** throughout the reporting period. In Serbia, the Mission focused on introducing gender-responsive budgeting into the 2016 Budget. It organized a National Conference on gender-responsive budgeting gathering women politicians from all levels of government in Serbia, provided expert assistance in formulating amendments to the 2016 State Budget, and developed brief guidelines on gender-responsive budgeting for all Members of Parliament. The different activities related to the Women Parliamentary Network (WPN) led to the introduction of six amendments introducing gender-responsive budgeting to the budgetary legislation, five of which were adopted. Other activities included enhancing co-operation between women politicians at provincial and local level, as well as with other relevant stakeholders, through the organization of a Conference of Women Members of Parliament from South East Europe, and the participation of WPN in international events.

The Mission to Bosnia and Herzegovina also worked on introducing gender-responsive budgeting in the budgeting process at the local level and, in participation with UN Women, engaged four local self-governance units in 2015. The participating local self-governance units conducted gender assessments of selected policy areas, adopted gender-responsive budgeting action plans and integrated the recommendations in the 2016 Municipal Budget. Finally, the mayors of all four local self-governance units signed statements committing them to further mainstreaming gender-responsive methodology in the processes of government planning, programming and budgeting at the local level.

Several initiatives were implemented in the reporting period focusing more broadly on the **public participation of women**, including in the economic sphere.

The Office in Yerevan promoted gender-balanced participation in all spheres of Armenian society through women's political and economic empowerment. In 2015, the Office worked to support the Women's Resource Centres' Network in the regions of Armenia, supported training for women councils of six political parties, funded the preparation of a civil society monitoring report on UNSCR 1325 and contributed to the Gender Theme Group as a unique platform for co-operation for all stakeholders.

In Serbia, the Mission contributed to the public debate on the representation of women in Serbian media by supporting the building of the digital archive of GMMP data at the Belgrade University Faculty of Political Sciences and a subsequent presentation of the GMMP 2015 Report in Parliament, co-organized by Women's Parliamentary Network (WPN) and the Mission. Representatives of the Government, WPN, media, academia and CSOs attended the presentation and participated in the discussion. The debate raised the issue of gender inequalities in news content. The report provided

information concerning gender equality in Serbian media, analysing the representation of women in media content, the participation of women in making news and women as sources of information. The engagement led to the development of a five-year action plan providing non-binding recommendations on gender equality.

The Mission to Serbia devised a research study on **young women's and men's security and safety in public spaces**, in collaboration with the Belgrade Centre for Security Policy. The objective was to enable the design of specific and targeted actions that will help increase the level and sense of safety among young women and men in Serbia. Only by improving security in public spaces will women and men see their inherent right to freedom and use of public spaces ensured without fear of violence or abuse. Findings from the study informed the development of a Gender Safety Audit Toolkit (GSAT) by the implementing partner. The Toolkit provides step-by-step guidance for conducting safety audits in local communities in Serbia.

2.4.4 Strengthening National Mechanisms for the Advancement of Women

In line with the 2004 OSCE Gender Action Plan, participating States are encouraged to strengthen independent institutions that monitor and promote gender equality and women's human rights. The 2004 OSCE Gender Action Plan encourages participating States to establish or strengthen national mechanisms for the advancement of women and promotion of gender equality. This would include making available the services of an impartial and independent person or body, such as an Ombudsman or Human Rights Commissioner, to address gender-related discrimination against individual citizens.

In 2015 ODIHR, in partnership with the **European Network of National Human Rights Institutions (NHRIs)**, organized the second NHRI Academy that brought together NHRI staff (18 women, 8 men) from a number of OSCE participating States, to build the capacity of their institutions to promote and protect human rights. Following the 2014 Academy evaluation, ODIHR hired an external expert to ensure that 2015 sessions were gender mainstreamed.

OSCE offices in Kyrgyzstan, Tajikistan and Ukraine worked with NHRIs and Ombudsman offices on **human rights protection of men and women in detention facilities and custodial settings**. The Centre in Bishkek mainstreamed gender in their work with NHRIs and NGOs to improve national mechanisms for the human rights protection of persons deprived of liberty, including through supporting the development and implementation of gender-sensitive clinical guidelines on investigation of torture. In Armenia, the Office in Yerevan also worked on the issue of supporting criminal justice and penitentiary reforms, promoting a gender perspective and the adherence to international standards on women's human rights as described in the United Nations Rules for the

Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (Bangkok Rules). In Ukraine, the Project Co-ordinator Monitoring developed and used methodologies for conducting monitoring visits to detention facilities, including special methods and techniques related to a gender perspective of custodial settings monitoring.

The Mission to Bosnia and Herzegovina continued contributing to the **strengthening of the capacity of the Ombudsman Institution for Human Rights, the judiciary and civil society** for protection from discrimination, including gender-based discrimination. In 2015, with support from the Mission, the Ombudsman produced series of recommendations in the form of a Special Report on the Protection of Mothers and Maternity in Bosnia and Herzegovina.

The Mission to Serbia organized a dedicated side event during the HDIM meeting in Warsaw in September 2015 to present a report on, "The Role of Independent Human Rights Institutions in Combating Violence against Women". The breakfast meeting was well attended and afforded panellists an opportunity to showcase efforts Serbia has made in combating violence against women and mechanisms for combating gender-based discrimination and violence against women. The Serbian panel consisted of the Ombudsman, Provincial Ombudsman, and the Commissioner for Protection of Equality.

2.5   Cross-Dimensional Gender Work and Project Management

Within the OSCE, gender is not only mainstreamed as a cross-dimensional issue, but also provides an effective entry point to strengthen the work on other topics that involve all three dimensions. Issues like migration, combating trafficking in human beings and empowerment of women cut across the three dimension and therefore a number of these projects that are either effectively gender mainstreamed or have a targeted approach are highlighted in this section.

In 2015, ODIHR continued to raise awareness and build capacity of key national stakeholders of OSCE participating States to develop human rights-based and **gender-sensitive labour migration** policies. ODIHR organized a tailor-made training for 20 representatives (5 men and 15 women) from Armenian state authorities and civil society actors. In addition, in co-operation with the OSCE Gender Section, the International Labour Organization (ILO) and the International Organization for Migration (IOM), ODIHR co-organized a workshop in Malta on, "Gender and Labour Migration: contemporary trends in the OSCE area and Mediterranean region" for 37 participants (21 men and 16 women) from national authorities and civil society actors of OSCE participating States and Mediterranean partner countries.

ODIHR also developed a new training course entitled "Rights of Migrants", which includes issues of gender-related discrimination of migrant workers, as well as specific issues relating to protection of female migrant workers (e.g. in cases of pregnancy). Three such training sessions were organized in Moldova and Latvia for 100 participants (22 men and 78 women).

In Armenia, the Office in Yerevan worked to strengthen the capacities of the relevant national agencies involved in the implementation of the Migration Management National Action Plan for 2012-2016, as well as of the agencies involved in the implementation of the 2013-2015 Anti-Trafficking National Action Plan. In co-operation with ODIHR, a training session on Gender–Sensitive Labour Migration was conducted for national state and non-governmental agencies. The topics covered included OSCE commitments in the area of gender equality as well as gender mainstreaming of labour migration policies. Another training session on Integration of Migrants, again conducted by ODIHR, also prioritized gender issues. In all events organized within the project activities, the project managers ensured balanced participation of male and female participants. Officials from several state and non-governmental agencies improved their understanding and knowledge on gender sensitivity in migration-related issues.

The OSCE conducts a range of gender-mainstreaming activities across its executive structures in the area of **combating trafficking in human beings**. The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB) promotes gender equality as an essential part of all anti-trafficking actions and programmes. This advocacy job for gender equality is implemented in practical terms during high-level conferences organized by the OSR-CTHB, at bilateral meetings of the Special Representative with OSCE delegations, during the meetings with senior government officials in OSCE capitals, as well as in public events and contacts with the media. In addition, the OSR-CTHB promotes human rights and a gender-sensitive approach in the planning, implementation and evaluation of all anti-trafficking policies and actions.

In Kazakhstan, Kyrgyzstan, Armenia, Moldova, FYR of Macedonia, Albania and Ukraine, OSCE offices have been mainstreaming gender and including targeted approaches in their projects to combat trafficking in human beings throughout the reporting period. The Centre in Bishkek in support of the National Action Plan to Combat Trafficking in Human Beings in the Kyrgyz Republic (2013-2016) included a gender perspective in prevention and victim support initiatives through a special focus on women and girls as a potential risk group of trafficking in human beings. Key activities in 2015 included conducting an analysis of the gender dimensions of human trafficking and improving information collection.

The Mission to Skopje continued the implementation of a project to improve access to justice and rights of trafficked victims. The Mission identified that victims of human trafficking are predominantly women and girls, usually recruited from economically underdeveloped regions in the country and with limited or informal education. Gender was mainstreamed in project activities through the participation of female representatives of the judiciary, prosecution and private bar, at training sessions and other events. Efforts were made to include women professionals from different ethnic backgrounds to reflect the country's diverse society. Also, a fair gender balance was ensured in the selection and engagement of external experts.

Through its dedicated project on combating the trafficking of human beings, the Project-Coordinator in Ukraine (PCU) advanced efforts to build the capacity of stakeholders to fight against human trafficking and to raise awareness of cyber-crime related to such trafficking. In the framework of the project, the PCU developed and promoted a supplementary legal framework for Ukraine's law on Combating Trafficking in Human Beings, which will enable the further development of the National Referral Mechanism (NRM) in Ukraine, and so enhance the capacity of NRM stakeholders to identify and assist female and male victims of trafficking on an ongoing basis. As part of a project on the economic empowerment of victims of trafficking in human beings, the PCU devoted specific attention to vulnerable women as a special concern.

The Project Co-ordinator in Uzbekistan has included a gender perspective in its project on combating human trafficking and labour exploitation, placing the emphasis of the project on trafficking for sexual exploitation rather than trafficking for forced and exploitative. The project also highlighted several rights and obligations that have specific application to the situation of women who have been trafficked or who are vulnerable to human trafficking.

The Centre in Astana included a substantial gender dimension in its projects on combating human trafficking. Training seminars for judges and other judicial actors were conducted with special attention to preconditions for adequate victims' assistance during investigative and prosecutorial stages. Women, as a more exposed and vulnerable segment of trafficking victims, were subject to special consideration. Many female judges, lawyers and national experts were among those delivering the training sessions. The project for the development of social standards on provision of social services to victims of human trafficking included a gender-sensitive approach, and women's participation was ensured throughout the process. Subsequent training sessions incorporated practical exercises and simulations to contribute to social workers' better understanding of the victims' specific needs, including based on gender.

In 2015, the Presence in Albania's project supporting the implementation of the Anti-Trafficking National Referral Mechanism looked at factors that make women and girls vulnerable to gender-based violence and human trafficking. The link between gender-based violence and human trafficking, especially among women and girls, was addressed through project activities such as training workshops and the provision of awareness-raising materials. Police officers were trained on anti-trafficking measures with a special focus on gender-related issues, such as the correct application of the non-punishment provision in the Criminal Code, which exempts women and girls forced into prostitution from sentencing. The heightened risk of women and girls being trafficked, due to social and economic conditions, was highlighted to increase police awareness about the non-punishment provision. Another project implemented during the reporting period focused on the issue of preventing child trafficking. An analysis was conducted, including an examination of gender-disaggregated data on the situation and needs of children working in recycling, which will inform a new project on the protection of children from trafficking and exploitation that will be tailored according to their needs, gender and location.

During the reporting period, the Office of Secretary General/Gender Issues (Gender Section) entered a new phase in the implementation of its project for establishing **mentor/mentee networks** in the OSCE region. These networks are promoted as a tool to enhance women's individual capacities and give them access to a range of opportunities to apply their skills and knowledge in the economic, political, social, or other spheres. The Gender Section project has promoted the implementation of mentor and mentee networks in the OSCE region by providing relevant resources and training to OSCE field operations. One such resource was the publication *Creating Mentor Networks in the OSCE Region: A Practical Roadmap*, produced in 2015 in conjunction with KVINFO. Training at sub-regional level took place in November in Skopje where Gender Focal Points from South East Europe were given guidance on the implementation of the roadmap. More information on the framework and objectives of establishing mentor networks is provided in Chapter 3.

In Kosovo, the Mission organized mentor activities in co-ordination with the Kosovo Bar Association (KBA). It included organizing seven separate events which resulted in the establishment of a formal Women Lawyers' Mentor/Mentee Network between the KBA Committee for Gender Issues and recent female law graduates. This activity is in response to an identified need to further women's empowerment in this focus area, which has typically been dominated by men.

The Mission to Serbia also continued, in co-operation with the US Embassy, Erste Bank, and the European Movement, to support its existing mentorship programme, which began in 2010. The mentorship programme has been well received and to provide high-impact, low-cost benefits directly to individuals involved.

With regards to **project management**, a particularly effective way of working on gender issues in the OSCE is the informal collaboration between specialized gender staff (such as Gender Advisers and Gender Focal Points) and non-specialized staff on the formulation and implementation of programmes, projects and systems. Collaboration between OCEEA, ODIHR, the TNTD, the CPC and the Gender Section took place on a regular basis within the reporting period. The CPC/Programming and Evaluation Support Unit (PESU), as a unit tasked with capacity-building on project and programme management, systematically gender mainstreams all training, facilitation, coaching and briefing provided to OSCE Staff and Mission Members across the Organization in line with the Performance Base Programme Budgeting (PBPB) Guidelines and the OSCE Project Management Manual. In 2015 the CPC/PESU assessed 109 ExB project proposals, to the total of €77.3 million, planned by the Secretariat and field operations. As part of its mandatory ExB project assessment process prompted by the FAI 4/2004, the CPC/PESU ensures that every ExB project proposal of the field operations and of the Secretariat is reviewed by the established network of project focal points. This network includes the gender advisers working within the OSG/Gender Section and ODIHR. Inputs from the Gender Section help increase the gender sensitivity of Secretariat and field operation ExB projects, and their compliance with the OSCE's gender equality commitments.

2.6 Gender Mainstreaming in Institutions

ODIHR, the Office of the Representative on Freedom of the Media (RFoM) and the Office of the High Commissioner on National Minorities (HCNM) are implementing *Ministerial Decision No. 14/04 – 2004 OSCE on the Action Plan for the Promotion of Gender Equality* in line with their mandates. Some of their activities have been included throughout the report according to thematic areas, and some programmes of note are described below. A full description of each Institution's work on promoting gender equality can be found in the Annexes.

2.6.1 Gender in the Work of the Representative on Freedom of the Media (RFoM)[52]

The mandate of the RFoM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, it advocates for and promotes compliance with OSCE media freedom commitments and works towards improving the legal frameworks across the OSCE region. The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of the RFoM. The activities and efforts to advance the gender dimension of the RFoM are guided by the Gender Action Plan (Chapter V, paragraph 44 d), which stipulates that the RFoM "will be alert to allegations of serious

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[52] A full list of RFoM's gender-mainstreamed projects and activities can be found in Annex IV.

intolerance toward women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate". The RFoM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

The RFoM has been looking more closely at cases of intolerance towards female journalists in the online environment since 2014, after being made aware of the growing number of reports from across the OSCE region on female journalists/bloggers singled out and fiercely attacked in social media. The online attacks tend not to address the content of the articles but instead degrade the journalist as a woman.

The RFoM identified this trend as a serious threat to media freedom, since women who share information are being singled out on the Internet by serious threats and harassment which has led many of them to self-censor what they report on or how, or even to opt out from cyberspace altogether. This again would be a direct attack on democratic values and needs to be countered. This negative trend persists across the whole OSCE region.

Based on an initial analysis of the current situation, on existing studies and regulations that address the issue, the RFoM engaged in different activities to shed more light on it, with the objective of raising awareness and of developing sustainable solutions to grant female journalists access to expression and decision-making through online media.

In the project entitled "Safety of Female Journalists Online" the Office of the OSCE Representative on Freedom of the Media has conducted the following activities to raise awareness, discuss strategies and responses:

2   Communiqué on growing safety threats to female journalists online.

3   Questionnaire on safety of female journalists on-line: "small-scale qualitative study addressing female journalists all over the OSCE-region who were targeted with online abuse to learn more about their experiences and identify critical issues for further discussion".

4   Expert meeting on "New Challenges to Freedom of Expression: Countering Online Abuse of Female Journalists" held on 17 September 2015 with the objective of increasing understanding of the issues involved, best practices and possible solutions to tackle the mounting number of online threats targeting female journalists. The meeting gathered journalists, media experts, policy makers and government representatives to discuss the issues at hand.

5   Recommendations from the above meeting, issued on 21 October 2015.

6   Publication: *Countering Online Abuse of Female Journalists*.

Besides developing concrete steps to address the above-mentioned trend, the RFoM will continue to pay attention to developing trends of intolerance towards women or incitement to gender discrimination in the media area, and will carefully analyze their actual and potential impacts and take appropriate action.

The entire report and further examples of RFoM's gender-mainstreamed activities are included in Annex IV.

2.6.2 Gender in the Work of the High Commissioner on National Minorities (HCNM)[53]

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of policies and activities, both within the office and in the course of conducting official country visits and implementing project activities.

The HCNM is an instrument of conflict prevention, tasked with providing early warning and, as appropriate, action at the earliest possible stage in regard to tensions involving national minority issues that have the potential to develop into a conflict within the OSCE area. The HCNM seeks to involve a range of stakeholders, including female minority representatives, NGO leaders and experts, in dialogue and activities.

In the course of monitoring and analysing sources of interethnic tensions, the HCNM tries to examine how these issues might affect men and women differently. Information about relevant gender issues is generally included in background material prepared for HCNM country visits.

In an effort to deepen understanding of how to mainstream gender in the promotion of the Ljubljana Guidelines on Integration of Diverse Societies, the most recent thematic recommendations produced by the institution, the HCNM conducted an expert "gender review" of the Guidelines. The resulting document serves as an internal resource for HCNM to more thoroughly consider gender aspects of key policy areas related to integration. The main findings and recommendations of the gender review were presented at a side event on gender mainstreaming and integration, organized by HCNM during the Supplementary Human Dimension Meeting in Vienna in October 2015.

The full report and further examples of HCNM's gender-mainstreamed activities are included in Annex III.

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[53] A full list of HCNM's gender-mainstreamed projects and activities can be found in Annex IV.

2.6.3 Gender in the Work of Office for Democratic Institutions and Human Rights (ODIHR)[54]

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

Furthermore, ODIHR has developed and is currently implementing two programmes in areas requiring more focused gender-equality efforts:

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

2.6.3.1 Programme on the Increased Participation of Women in Politics

As reported in section 2.4, ODIHR works to increase women's participation in political and public life by identifying discriminatory laws and policies and sharing good practices for women's engagement in democratic processes. By recognizing the key role political parties can play in increasing women's political participation, both as candidates and holders of elected office, ODIHR continued to engage with political parties in Armenia and Georgia on gender audit. This methodology, based on ODIHR's *Handbook on Promoting Women's Participation in Political Parties*, identifies discriminatory practices and distribution of power and resources within political parties and provides parties with tools to address gender gaps in policies and practices. As a result, seven political parties in Armenia and Georgia developed Gender Action Plans with clear measures to correct gender imbalances in party structures, practices and processes. In 2015, ODIHR also conducted follow-up visits to these countries to record the initial results from the implementation of the Gender Action Plans: one party established women's wings in ten local branches, where none existed before, another one expressed its support for affirmative temporary measures discussion in the country, while the third party initiated the establishment of a mentoring network for women party members. Based on strong interest from stakeholders, ODIHR further promoted a gender audit methodology in Bosnia and Herzegovina, Kyrgyzstan and Moldova, where work will continue in 2016.

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[54] A full list of ODIHR's gender-mainstreamed projects and activities can be found in Annex II.

ODIHR's *Handbook on Promoting Women's Participation in Political Parties* was translated into Russian, printed and distributed at a number of events that ODIHR organized or participated in. Translation into the Polish language and layout were also completed in 2015.

ODIHR continued to support avenues and provide platforms for exchange of good practices in women's political participation. In 2015, ODIHR hosted an expert meeting of leading politicians, academics and civil society representatives from the OSCE region to discuss key achievements and challenges in the area of women's participation on the occasion of the 20th anniversary of the Beijing Platform for Action. Findings and recommendations from the meeting laid the foundation for ODIHR's *Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region*. In co-operation with the OSCE Mission to Serbia, ODIHR supported the organization of a Regional Conference of Women Members of Parliaments from South East Europe during which a Memorandum of Co-operation on jointly identified gender equality issues was signed by MPs from 11 countries. In co-operation with National Democratic Institute, ODIHR organized a Forum on Women's Leadership in Central and Eastern Europe and Eurasia. The event aimed at providing support to over 50 gender equality advocates from 13 countries in networking and identifying priority areas and actions for interregional co-operation. Finally, a Study Visit, organized by ODIHR with support of the OSCE Mission to Serbia, for women MPs and representatives of the Gender Equality Council of Belarus provided them with the opportunity to learn about the experience of Serbia in establishing a parliamentary structure for women MPs and about the work of national human rights and gender equality mechanisms and NGOs.

2.6.3.2 Human Rights, Gender and Security Programme

ODIHR's Human Rights, Gender and Security activities support the participating States in strengthening and mainstreaming human rights and gender considerations in the security sector. The programme has three pillars of work:

- Increasing the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work;
- Improving respect for and protection of the rights of women and men working within the security sector;
- Increasing the diversity of the security sector by providing equal access to and opportunities for advancement to men and women of all backgrounds.

As referenced in section 2.1, research by ODIHR and the Geneva Centre for the Democratic Control of Armed Forces resulted in the publication in 2015 of the *Mapping Study: Ombuds Institutions for*

the Armed Forces in OSCE Region. The book examines challenges related to the oversight of the armed forces and the promotion of human rights and gender equality. It analyses the gender composition of different types of ombuds institutions for armed forces in the OSCE region, both among general staff and managerial positions. It also stresses the importance of a gender-balanced composition of human resources in such institutions. Furthermore, the study shows the gender breakdown of complainants and recommends offering gender training to the oversight bodies' staff.

ODIHR participated in two events arranged by the Gender Section on "Women, Peace and Security". The first was "UNSCR 1325: Regional Conference and Consultations on UNSCR 1325 Implementation in the OSCE region" in April in Vilnius, Lithuania, marking the fifteenth anniversary of UNSCR 1325, and the second "Security Days: In Pursuit of Peace and Security - How Gender Makes a Difference" held in November in Vienna, Austria. The events raised the importance of the inclusion of women in decision-making processes in the conflict cycle and the security sector as a way to advance the practical implementation of UNSCR 1325. The ODIHR Director contributed to both events as a speaker while the First Deputy Director moderated one of the sessions.

In 2015, ODIHR also published two reports from its Human Rights Discussion Series for the OSCE Forum for Security Co-operation (FSC). This series is intended to brief FSC members on the latest issues affecting the rights of servicemen and servicewomen. The report *Conditions of Service and the Human Rights of Members of the Armed Forces* focuses on conditions of service and relevant human rights implications for military men and women, and their families, in peacetime, in operations, and after leaving service. The career advancement of women, gender-based violence in the armed forces, parental leave for both men and women as part of a comprehensive childcare benefits package, and employment opportunities for spouses of military personnel are discussed there. The second report *Civil and Political Rights of Armed Forces Personnel* focuses primarily on the freedoms of expression and association of men and women in uniform. The issue of gender-appropriate messaging in military job advertisement in the media and the role of female staff associations are discussed there.

2.6.3.3 Human Dimension Implementation Meeting (HDIM)

The HDIM is Europe's largest annual human rights and democracy conference, organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures. The HDIM 2015 took place in Warsaw from 21 September to 2 October 2015.

Gender issues were discussed during the thematic session No. 5, held on 23rd September 2015, which covered the topic of "Tolerance and non-discrimination". The session included an address by the

OSCE Special Representative of the OSCE Chairperson-in-Office and by the OSCE Senior Adviser on Gender Issues who discussed the two main topics: equal opportunity for women and men in all spheres of life, including through implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and the prevention of violence against women and children.

In addition, a number of events during the HDIM were devoted to gender issues. For example, a side event organized by ODIHR focused on the key findings from the *Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region* (published in February 2016) while another side events dealt with public participation of Roma and Sinti, with a focus on Roma and Sinti women. ODIHR also hosted a meeting for women's NGOs and gender equality advocates with the Special Representative of the OSCE Chairperson-in-Office on Gender Issues to discuss the challenges in the area of women's empowerment and gender equality in the OSCE region.

During the HDIM several other side events promoting gender equality were organized, such as: "Women, Peace and Security", organized by several permanent missions to the OSCE; "Promotion of Active Participation of Men and Women in Economic, Social and Cultural Life" by the Permanent Mission of the Russian Federation to the OSCE; the "Role of Independent Human Rights Institutions in Combating Violence against Women and Gender-Based Discrimination in Serbia" side event by several human rights institutions from Serbia; and Enforced Disappearances in the OSCE Region and its Impact on Women and Beyond the Disappeared" side event organized by the Permanent Delegation of Norway to the OSCE.

2.7   Press and Reporting

Under the Gender Action Plan, the Communication and Media Relations Section (COMMS) of the OSCE Secretariat is mandated to encourage gender-balanced reporting – as and when appropriate – in meetings, seminars, special events, reports, case studies and developments related to the implementation of the OSCE commitments on gender equality. A key element of the Section's work includes providing a balanced representation to the media and public audiences of OSCE gender-related activities and encouraging press and web focal points throughout the OSCE structures to do the same. This is achieved through oversight of media and online communications materials, including news releases, social media and multimedia products, the OSCE's quarterly magazine, and the annual report, as well as factsheets for each field operation, Institution and Secretariat Unit, taking special care to use gender-appropriate language throughout.

During the reporting period, OSCE field operations, Institutions and Secretariat Units published more than 75 news items and press releases on issues specifically related to gender equality. There were 74,320 views of pages featuring material related to gender equality.

A particular highlight during the reporting period was the Security Days event of November 2015 - "In Pursuit of Peace and Security: How Gender Makes a Difference" – where the Section provided live web-streaming as well as tweeting of key quotes and ideas live from the discussions. There were 48 live tweets and more than 3,000 interactions in the forms of likes and re-tweets, reflecting a respectable degree of public interest.

In addition to supporting field operations in drafting and publishing news releases publicizing their ongoing activities in promoting gender equality, the Section also supported the Chairmanship, the OSCE Secretary General and the OSCE Gender Section in drafting and issuing statements on key dates during the year. These included the International Day of Zero Tolerance for Female Genital Mutilation, the 20th anniversary of the Beijing Platform for Action, and the International Day for the Elimination of Violence against Women. In celebrating International Women's Day, the Section brought together staff from across OSCE field operations in a short video entitled "Empowering women, empowering humanity", which was shared widely on social media and received hundreds of likes and interactions.

COMMS coverage of OSCE activities in Ukraine was gender mainstreamed wherever possible, for example in featuring women and girls prominently in multimedia products and giving them an appropriate voice in text-based and multimedia stories. The two visits to Ukraine in February and March by the Senior Adviser on Gender Issues, Miroslava Beham, were marked with a press release on her calls for action. The Senior Adviser's visits to Montenegro and the Russian Federation were also summarized in press releases.

Over the course of the year, COMMS covered the OSCE's activities on promoting UNSCR 1325. This ranged from live coverage of the November Security Days event and the Vilnius conference in April to discussions on regional implementation of the Resolution.

In 2015, the Section launched a revamped and fully updated version of its "What is the OSCE?" factsheet. As well as gender mainstreaming the text and photo selection, COMMS prepared the factsheet so that for the first time it included a gender breakdown of staffing across the OSCE. The idea behind this is to give visibility about the need for, and to provide transparency on, gender balance in OSCE staffing.

A number of stories were also published during the reporting period that raised awareness about the broad variety of activities the OSCE works on to promote gender equality and the diversity of approaches it takes.

In May, a Media and Outreach Officer from the Section travelled to Serbia to research a story on the mentoring project. The story, which charts the journey of three women mentoring pairs and the challenges the mentees have overcome was read more than 3,000 times.

In June, the Section published an audio and text interview with the new Chair of the OSCE MenEngage Network - Iceland's Ambassador to the OSCE, Auðunn Atlason - who highlighted the objectives of the Network, his plans for its development and his views on why and how men and boys are part of the solution to ensuring gender equality.

A story published in August underscored the nexus of women, water and security in the context of the Central Asia region and how gender-based water management can work to connect users and decision-makers and thereby create benefits for household and business as well as the environment.

The Section also worked in particular with the OSCE Office in Tajikistan on stories relating to gender perspectives in the fight against human trafficking and domestic violence and in empowering women through Women's Resource Centres.

Two OSCE-supported public campaigns during the period - #WeCooperate and the first stage of the United in Countering Violent Extremism (#UnitedCVE) campaign – saw tens of thousands of interactions and involved the proactive engagement of women. The role of women was especially highlighted through the campaign's social media posts and visual representations in photographs.

The OSCE magazine *Security Community*, whose editorial board includes the OSCE's Senior Gender Adviser, continued to publish a range of articles highlighting gender equality and gender issues over the course of 2015. These included articles profiling the work of Latvia-based Women's Resource Centre Marta in Uzbekistan, the role of women in combating violent extremism and radicalization that lead to terrorism, the economic empowerment of women affected by the conflict in and around Ukraine, and the reality and potential for women's contribution to peace-building processes in Afghanistan.

With regards to its internal training, at its annual round table for communications staff from across the field operations and Institutions, COMMS ensured balanced gender participation and incorporated a

discussion on effective ways of gender mainstreaming story-telling to ensure balanced and fair representation of women and men.

ODIHR emphasizes gender mainstreaming throughout its communication with the public, including on its website, in interaction with the press and through its publications programme. The gender equality page contains the highlights of ODIHR's work in the area of gender equality, including events, feature stories as well as key publications in this area. Furthermore, the human rights, gender and security page of the ODIHR website explains how a security sector that is gender-balanced and diverse can better meet the needs of the community it serves. It also provides links to the core OSCE commitments and international instruments in this area, while highlighting ODIHR activities. The website also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant information available on applicable sections of the website.

ODIHR strives to ensure that women and men are equally represented visually in all its material, be it in print or other media, such as photographs and video. The Office's press releases and publications follow OSCE standards, including by ensuring gender-sensitive language and representing women as specialists or officials as often as possible.

2.8   Sub-chapter: Special Monitoring Mission to Ukraine

The OSCE Special Monitoring Mission to Ukraine (SMM) was established on 21 March 2014, following a request to the OSCE by Ukraine's Government and a consensus decision by all 57 OSCE participating States.

As extrabudgetary contributions funded the SMM during 2015, it is not included in the statistics and information of the activities carried out under the Unified Budget and collected for this report. Instead, information was gathered separately and is outlined in this sub-chapter, which gives information on human resources statistics, as well as a gender analysis of reporting provided by the SMM in the form of daily, weekly, spot and thematic reports.

2.8.1   Gender Balance in Professional and Management Positions

As of 31 December 2015, women made up 29 per cent of SMM staff, with men at 71 per cent. This is a drop of 1 per cent in female staffing levels compared to the last reporting period. By comparison, the overall percentage of women working in other OSCE field operations in the last reporting period was 44 per cent.

Looking only at international contracted and seconded staff in the SMM, the figure drops to 18 per cent female staff, compared to 19 per cent in the previous reporting period. The number of female monitors (S2) has dropped to 16 per cent since 2014 from 21 per cent. The rate of female staff in professional positions[55] increased significantly to 56 per cent from 43 per cent in the previous reporting period, compared to 52 per cent female professional staff in other OSCE field operations. Of 3.849 applications for seconded positions, 802, or 21 per cent, were from women, while out of 8.379 applications for contracted positions 3,014, or 36 per cent, came from women. The percentage of female applicants for both international contracted and seconded positions was at around 25 per cent in the previous reporting period.

There are four senior management positions[56] in the Kyiv headquarters and three of these were occupied by men. In the field, there were two women out of 11 team leaders (S4) and one female deputy team leader out of three. This is below the average number of female senior management staff across the Organization as a whole, which currently stands at 35 per cent of staff. It is also below the average seen in other OSCE field operations where female management makes up 31 per cent of staff.

For staff in general services, women make up a majority with 55 per cent of staff in the SMM, compared to an average of 41 per cent in other field operations.

2.8.2 Gender Focal Point Network/Implementation of the Gender Action Plan within SMM Structures

The SMM has had a full-time Gender Adviser from the onset of the mission. The Gender Adviser regularly liaises with monitoring teams in the field and with units in Kyiv, making in-depth gender analyses of the professional working environment in order to support gender mainstreaming in the mission. The Gender Adviser's role is to provide capacity-building in gender mainstreaming of both national and international staff at the mission and to support gender mainstreaming of the SMM Programme Outline, as well as the Mission's guidance notes, concept notes and work plans. The Gender Adviser also provides inputs on gender to the Permanent Council (PC)'s quarterly reports, reports on gender-related activities and contributes to weekly reports. Furthermore, the Gender Adviser is responsible for developing the SMM 2016 Gender Action Plan and to guide its implementation. The Adviser is additionally part of the sub-clusters on sexual and gender-based violence and education co-ordinated by various UN agencies.

Between November and December 2015 the Mission appointed 15 monitors as Gender Focal Points in all monitoring teams and hubs, who are dedicating 10 per cent of their time to the gender-related work

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[55] Professional staff includes only international contracted staff P1 to P4.
[56] Chief Monitor, Deputy Chief Monitor and S4.

in line with the Gender Focal Point Terms of Reference. All GFPs received intensive gender training on gender mainstreaming in monitoring and reporting following their appointment. The GFPs conduct gender-related monitoring and reporting and also assist the team/hub leaders with gender mainstreaming. They also contributed to draft the Mission's Gender Action Plan.

In terms of reporting, the SMM collects information on a daily basis using around 75 to 80 patrol teams deployed in ten regions throughout Ukraine. These teams monitor the general security situation, ceasefire violations, weapons withdrawal, permanent storage sites, and respect for human rights and human dimension issues. In addition to daily and weekly reports, SMM's Human Dimension Unit produces thematic reports based on emerging trends and sometimes based on special request from the participating States. Data collection on gender-based violence and human trafficking is performed by the monitoring teams, however the inputs are not regularly provided in the daily or weekly reports. In order to ensure that information on gender issues is incorporated into all aspects of reporting, a separate section was introduced in the weekly report template on sexual violence in armed conflict and other forms of gender-based violence. The SMM issued its first Gender Thematic Report in June 2015, which is published on the OSCE website in English, Ukrainian and Russian.

Several training sessions were carried out during the course of 2015 on gender-related issues. A gender briefing was included in the Mission Introduction Course for all new international staff joining the Mission, with 514 staff members (103 female and 411 male) participating. Furthermore, a one-day Gender Intensive Training was conducted for 164 international and national staff (70 per cent men) in the Kyiv, Kherson, Odessa, Ivano-Frankivsk, Chernivtsi and Lviv monitoring teams. The training combined theoretical sessions with practical group exercises mainly on how to apply the tools for gender analysis in practice. The Gender Adviser also provided a gender briefing to SMM team leaders to introduce the OSCE's general policy on gender equality, progress made by the SMM and to present future plans on gender mainstreaming, including the development of an internal policy and further strengthening of the Gender Focal Point Network.

2.8.3   Gender-Mainstreamed Reporting in the SMM

The Monitoring Teams are guided in collecting information on gender–related issues by the Guidance Note on Gender-Sensitive Monitoring and Reporting. It should be noted that information gathered on gender issues was often difficult to corroborate, especially when related to violations, such as sexual and gender-based violence. The information that was included in the SMM's daily, weekly and thematic reports was monitored directly by SMM monitors or corroborated through multiple sources. Sensitive information was not always included into reports, especially not in the daily public reports, due to confidentiality and the "do no harm" principles.

The main issues that were covered by the monitoring teams remain the same as in the previous reporting period and cover, amongst others:

- Women's role and participation in public demonstrations;
- Women expressing concern over the conditions of male family members in combat;
- Socioeconomic impact of the crisis on women and men, including the situation of internally displaced persons (IDPs);
- Women in self-defence groups and self-defence training;
- Women civil society organizations providing humanitarian assistance to IDPs and conflict zone residents;
- Impact of Post-Traumatic Stress Disorder on former combatants and children;
- Women's political participation and representation.

From 1 January until 31 December 2015 the SMM produced:

- 311 Daily Reports;
- 51 Weekly Reports;
- 160 Spot Reports;
- 8 Thematic Reports;
- 4 Reports to the Permanent Council.

Of these 534 reports, 218 reports mentioned a gender aspect (117 daily reports, 37 weekly reports, 59 spot reports and five thematic reports). All in all there were 503 different entries on women and gender issues spread throughout the reports. Most of these entries concerned women's participation in demonstrations and protests. Of the 503 entries that mentioned either women or gender, 43 per cent mentioned the presence of women at demonstrations or noted female victims of shelling.

Furthermore, the thematic report *Gender Dimensions of SMM's Monitoring: One Year of Progress* was published. The report covers such topics as women's representation in civil society; internally displaced persons; gender-based violence, including sexual violence; trafficking in human beings; women's political participation in the October 2014 parliamentary elections; and women in self-defence groups and volunteer battalions.

Additionally, the SMM has identified a list of recommendations and priority areas, which include: supporting Ukrainian authorities to improve available sex-disaggregated data; working with international organizations, such as the United Nations High Commissioner for Refugees (UNHCR),

to get an overview of the extent of gender-based violence in conflict; promoting women's participation and leadership and the inclusion of their concerns in future SMM dialogue-facilitation efforts at the local level to assist in reconciliation throughout Ukraine; and continuing to encourage participating States to nominate more women with both military and civilian expertise.

2.9   Conclusion

Looking at the wide range and high number of activities implemented by OSCE executive structures across the three dimensions, it is clear that gender mainstreaming and the promotion of gender equality through targeted action is making an impact on the Organization's policies and programmes. Staff members and project partners seem to be increasingly recognizing that integrating a gender perspective can contribute to the effectiveness and long-term sustainability of their work towards comprehensive security in the OSCE region. However, it is important to continue to identify ways to further mainstream gender equality commitments throughout all projects and work of the Organization.

The number of 317 projects that reported degrees of gender mainstreaming during the current reporting period remains almost the same compared to previous reporting periods. This information is further enriched by the application of the gender marker. Continuing the initiative of the previous reporting period, offices provided a self-assessed gender grade to projects with a gender dimension of one (limited contribution to gender equality, mainly focused on participation), two (gender systematically mainstreamed throughout the project) or three (gender equality is a principal objective of the project). Looking at the gender marker application, there has been a slight improvement in the number of projects that have gender equality as a principal objective (from 14 per cent in 2014 to 18 per cent in 2015), while the percentage of projects reaching only partial gender mainstreaming focused on participation in project activities decreased marginally (51 per cent in 2014 compared to 49 per cent in 2015). This highlights the need to strengthen gender mainstreaming in existing and future projects to go beyond ensuring a gender balance among participants but to include a solid gender analysis, gender-responsive project results and activities and a sex-disaggregated monitoring framework. It will also be important to incorporate those projects that are currently not considered to have a gender dimension and ensure these also receive a gender marker. Finally, the priority of a gender-responsive approach to all projects in order to fulfil the goals set in the Gender Action Plan needs to remain an expressed commitment and actively supported by project managers and senior management.

Projects in the first dimension fall under the priority area of action identified in the 2004 Gender Action Plan on encouraging women's participation in conflict prevention, crisis management and

post-conflict reconstruction. This reporting period saw an increase in the number of gender-mainstreamed projects, with a total of 81 projects reported within the politico-military dimension that included a gender perspective. Out of these, only 11 per cent, or nine projects, had gender equality as a principal objective. Further efforts should be made to integrate a gender perspective in the projects implemented in the first dimension, as societies that have security institutions that are accessible to all citizens create more a conflict-resilient and stable environment. The OSCE has recognized this through several Ministerial Council Decisions emphasizing the importance of gender mainstreaming in the first dimension.

Projects in the second dimension fall under the priority areas of action of promoting equal opportunity for women in the economic and environmental sphere as identified in the 2004 Gender Action Plan. In this dimension OSCE structures implemented 41 projects with a gender perspective, down from 52 projects in the previous period. The second dimension reports the lowest overall number of gender-mainstreamed projects compared to the other dimensions, which was also the case in previous reporting periods. Some 61 per cent of projects reported were gender mainstreamed with regard to participation aspects only. Also taking into account the small number of projects in the second dimension reported as mainstreamed there is still ample scope to integrate gender considerations more effectively. Almost a third of reported projects (27 per cent) noted gender equality as a significant objective or were said to be fully gender mainstreamed according to the gender marker format. Twelve per cent of projects reported to have gender equality as the principal objective. The projects with gender equality as a principal objective focused on strengthening young women's entrepreneurship skills and the inclusion of gender-sensitive measures in OSCE participating States and partner countries' labour migration policies. The projects reported as fully mainstreamed focused to a large extent, but not exclusively, on projects related to women's entrepreneurship, rural women's economic empowerment and gender mainstreaming Aarhus Centres activities.

As was the case in the previous reporting period, most gender-mainstreamed projects were reported under the third dimension. These projects fall under four priority areas of action identified in the 2004 Gender Action Plan – non-discriminatory legal and policy frameworks, violence against women, participation of women in political and public life, and national mechanisms for the advancement of women. In addition, the calculations also included projects on countering trafficking in human beings, which is a cross-dimensional issue but nevertheless most often considered in the context of the human dimension. Out of a total 195 projects, 33 (17 per cent) scored 3 on the gender marker scale, 71 scored 2 (37 per cent) and 90 (46 per cent) scored 1. It is important that the OSCE structures endeavour to increase the number of thematic projects that are significantly gender mainstreamed, i.e. able to achieve a grade 2 on the gender marker scale rather than grade 1.

Projects that were reported in the third dimension include a relatively high number of targeted approaches, with the number showing gender equality as a principal objective up significantly on the previous year: gender marker grade 3 was assigned to 42 projects (22 per cent) as compared to 33 in 2014. The same progress was not seen however in projects that were fully gender mainstreamed, i.e. self-assessed with a gender marker of 2, which totalled 67 projects in 2015 (34 per cent) compared to 71 projects in 2014. The number of projects assigned a gender marker 1 remained largely the same, accounting for 44 per cent of the projects reported in the human dimension. This implies there is still work to be done to ensure projects are not only gender mainstreamed in terms of participation of women and men, but also include a gender analysis and gender-responsive approach throughout the project implementation and evaluation.

Although the gender marker provides an opportunity to provide a more in-depth overview of the application of gender mainstreaming in OSCE projects, a full overview is still not possible given that the Gender Action Plan does not have indicators or a baseline. This makes it hard to draw any firm conclusions on progress or contribution to gender equality made by the reported projects. Furthermore, the lack of information on the total number of projects implemented by the Organization compared to the reported number of projects gender mainstreamed restricts analysis on overall trends and progress made in terms of gender mainstreaming at the Organizational level.

Chapter 3: Progress Made in the Priority Areas of Achieving Equality between Men and Women in Participating States

3.1 Introduction

Pillar Three of the Gender Action Plan defines six priority areas highlighted as key to achieving gender equality in the OSCE region. They are:

- Establishing a non-discriminatory legal and policy framework;
- Preventing violence against women;
- Advancing the participation of women in political and public life;
- Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
- Endorsing equal opportunities for women in the economic sphere;
- Creating national mechanisms for the advancement of women.

Traditionally, this chapter focuses on one topic related to these priority areas, in order to identify good practices in the OSCE region. In this report the chapter will look at the establishment of mentor networks and other types of networks for women as a strategy for realizing these priorities. Specific attention will be paid to the priority areas of advancing the participation of women in political and public life and endorsing equal opportunities for women in the economic sphere.

This chapter outlines the global theories, practices and tested approaches to mentoring in general, and its potential to empower women specifically, how they link to the OSCE policy framework and finally looks at different practices throughout the OSCE region and beyond. Based on this the chapter provides recommendations on how the OSCE and its participating States can move forward with this promising approach.

To gather information from the OSCE region an informational note was circulated on 22nd February 2016 (SEC.GAL/30/16) to all OSCE participating State delegations, requesting them to submit good practices and lessons learned on establishing and maintaining Mentoring Networks for Women. Responses were received from 13 participating States.[57] In addition, a desk review was conducted of global, regional and national organizations that have mentoring as their core activities, which is included at the end of this chapter.

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[57] Belgium, Denmark, Finland, Greece, Ireland, Italy, Liechtenstein, Lithuania, Former Yugoslav Republic of Macedonia, the Netherlands, Slovenia, Sweden and Turkey.

3.2 Advancing Gender Equality through Empowering Women – an Unfinished Agenda

The empowerment of women and girls has long been a key development goal of the global community, demonstrated most recently by the adoption of a Sustainable Development Goal (SDG 5) to achieve gender equality and empower all women and girls. Empowerment refers to removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making.[58] Although there is no generally acknowledged definition of what women's empowerment is, five components are usually highlighted: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.[59]

In the past decades, women's rights conventions and policies have referred to women's empowerment as a key way to achieve gender equality. The empowerment of women was a fundamental component of the declarations and platforms for action of the 1990 World Conference on Education for All, the 1992 United Nations Conference on Environment and Development, the 1993 Human Rights Conference, the 1994 International Conference on Population and Development, the 1995 World Summit for Social Development, and the Regional Preparatory Conferences for the 1995 Fourth World Conference on Women in Beijing. Women's empowerment is seen as a central component of the international development framework and gender equality field, being promoted not only as a rights issue that should be pursued on moral grounds but also from an economical perspective highlighting the benefits to society of women's empowerment and their full participation.

In the past 20 years since the 1995 Beijing Conference to advance the goals of equality, development and peace for all women everywhere, some notable global progress has been achieved. In 2016, more women are working, getting elected and assuming leadership roles; gender-based violence is increasingly considered a public policy issue that needs to be addressed in legislation and general policies; and more national legal frameworks guarantee women and men equal rights to access employment, and to own and inherit property. But, despite this progress, women's empowerment is still unfinished business. No country has achieved all goals set out in the Beijing Platform for Action and inequalities persist, including in the OSCE region.

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[58] Beijing Platform for Action, 1995. http://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf and UN Women, Progress of the world's women 2015-2016. Transforming economies, realizing rights, 2015.
[59] Guidelines for women empowerment for the UN Resident Coordinator system, http://www.un.org/popin/unfpa/taskforce/guide/iatfwemp.gdl.html

Women earn less than men and are more likely to work in poor-quality jobs. Even though the gap between male and female labour force participation narrowed between 1990 and 2013, female labour force participation remains low, hovering around 55 per cent. Women are less likely to work full time and when they work they earn 10 to 30 per cent less than men.[60] The OSCE is not alone in facing challenges to enhance women's position in society: the *Global Gender Gap Report 2014[61]*, published by the World Economic Forum, concludes that it will take another 81 years for the world to close the economic gender gap and realize the resulting growth benefits. Several factors continue to hamper progress, among them gender-based violence, which is especially prevalent in fragile and conflict-affected situations. A third of women and girls suffer physical or sexual violence in their lifetime.[62] States, international and national organizations are therefore calling for additional measures to bridge the gaps towards achieving gender equality. It is important to understand not only the reasons why large numbers of women are still not able to exercise their rights, but also to provide practical examples and strategies of what works to promote women's empowerment and equal participation in all spheres of life.

3.2.1 Strategies for Women's Empowerment: Global Approaches

Women's Empowerment Principles:

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

Source: UN Women, "Women's Empowerment Principles. Equality means business".

With the growing recognition of the importance of women's economic potential and their empowerment as a tool for development and economic progress, combating poverty and promoting growth, new approaches have been developed at the international level by international organizations. This is why the World Bank Group is focusing its new Gender Strategy is focusing on, *inter alia*, removing constraints for more and better jobs for women and increasing women's voices and agency in decision-making and service-delivery. This **focus on women's empowerment as a key driver for economic and societal progress** is not only promoted and pursued by international organizations and development agencies, but is also more and more recognized in the private sector. More firms in the private sectors are **changing business**

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[60] World Bank 2011 and World Bank strategy 2016 – 2023.
[61] http://reports.weforum.org/global-gender-gap-report-2014/
[62] http://beijing20.unwomen.org/en/about#sthash.WN3WxZVn.dpf

practices, developing public-private partnerships, and **committing resources to achieving gender equality**.[63]

This strengthened emphasis on engagement of the private sector is at the root of the "Women Empowerment Principles", which are a set of principles for businesses offering guidance on how to empower women in the workplace, marketplace and community. They are the result of a collaboration between UN Women and the United Nations Global Compact and are adapted from business management models. The development of the Women's Empowerment Principles included an international multi-stakeholder consultation process, which began in March 2009 and culminated in their launch on International Women's Day in March 2010. Subtitled "Equality Means Business", the Principles emphasize the business case for corporate action to promote gender equality and women's empowerment and are informed by real-life business practices and input gathered from across the globe. The Women's Empowerment Principles seek to point the way to best practice by elaborating the gender dimension of corporate responsibility, the UN Global Compact, and businesses' role in sustainable development. As well as being a useful guide for business, the Principles seek to inform other stakeholders, including governments, in their engagement with business.[64]

3.2.1.1 Promising Strategy: Mentor Networks

One promising strategy for the empowerment of women is the concept of **establishing formal mentor systems** to overcome barriers to full and equal participation in public life. The origins of the concept of mentoring relations can be traced back to Greek mythology, and are referred to as a tool for transferring knowledge, skills and capacity-building through a mentor/mentee relationship throughout history. A mentor is someone who provides guidance, instruction, modelling, counselling and, if possible, sponsoring. Traditionally, the process of mentoring involves two individuals, a mentor and a mentee, and it is understood as a reciprocal relationship that allows both parties to experience growth and transformation.[65]

Mentoring as a strategic tool used especially by organizations and companies has gained the attention of academics and practitioners since the late 1970s. The concept and application of a mentoring approach is mainly researched and analysed in the context of organizational management. In this field, managers and their employing organizations have become increasingly interested in mentoring at the individual level as a tool to stimulate careers and career development processes, mainly in response to identified challenges such as the need to develop enough talented managers to replace those retiring; to assist managers trapped in the wrong job; provide ways in which managers

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[63] World Bank Strategy.
[64] http://weprinciples.org/Site/PrincipleOverview/
[65] OSCE and KVINFO, Creating Mentor Networks in the OSCE Region. A Practical Roadmap. 2014. Available in English, Russian, Albanian and Serbian on the following link : http://www.osce.org/secretariat/163006

can continue to make a high-level contribution to the workplace until their retirement; and to reduce high turnover in early career stages.[66] Other approaches beyond the individual level include concepts such as team and network mentoring. Although the focus of the OSCE is on the potential impact and good practices around mentor networks for women specifically, it is important to understand the thinking and evidence base around mentoring as a tool for individual development and empowerment as well as organizational progress.

There are two broad categories of mentoring functions that can be distinguished when it comes to mentoring in the organizational sphere: career development and psychosocial support. Research has shown that the psychosocial support from a mentor can enhance the mentees sense of competence, clarity of identity, and effectiveness in the job through role modelling, counselling and friendship. A mentorship focusing on career advancement can include sponsorship, coaching, exposure, visibility, protection and providing challenging assignments.

In addition to the one-on-one relationship between mentor and mentee, it is important to look into the concept of networks and their potential for professional and personal development and empowerment. Networking has long been recognized as a powerful tool for business people and professionals. Knowing more people gives you greater access, facilitates the sharing of information, and makes it easier to influence others for the simple reason that influencing people you know is easier than influencing strangers. The creators of LinkedIn, Facebook, and Twitter have built their empires on the presumption that their social networking tools help people build their networks and remain better connected than ever.[67]

It should be noted that although some academic research has been conducted on the concept and implementation of mentoring, there still is a lack of sufficient empirical evidence supporting the value of formal mentoring initiatives. Nonetheless, organizations are increasingly seeking to formalize mentoring relationships as a career development strategy.[68] Recent evaluations conducted in the context of NGO initiatives related to mentoring in Denmark provide additional information on the potential impact of mentoring programmes. In June 2014, SFI (The Danish National Centre for Social Research) evaluated the mentoring programmes initiated by job centres. A total of 24,000 citizens started in a mentoring programme in 2013 that targeted unemployed men and women. The evaluation found that support from the mentor does solve some of the problems the mentee is facing when it comes to participation in employment-oriented activities, regular employment, and

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[66] R.J. Burke and C.A. McKeen, 'Mentoring in organizations: implications for women', in: *Journal of Business Ethics 9*: 317-332, 1990.
[67] http://www.theelementsofpower.com/index.cfm/power-and-influence-blog/the-power-of-networking/
[68] T.A. Scandura and E.K. Pellegrini, "Workplace mentoring: theoretical approaches and methodological issues", in Handbook of mentoring: a multiple perspective approach, 2007.

education/training.[69] The Danish Government initiative "RCT Mentor" seeks to assess the effect of intensive mentor support offered to vulnerable young people to help them engage in education or subsidized labour. Some of the conclusions on the initiative made by the evaluation company stated that the initiative contributed to strengthening the participants' motivation towards education and working, raising their self-esteem and creating better co-operation between the participants and the job centres.[70]

3.2.2 The OSCE Mandate and Women's Empowerment

The OSCE has a broad policy framework on gender equality issues that covers all three dimensions of the Organization. The OSCE acknowledges that gender equality issues are cross-cutting, as they cover the security, prosperity and human rights of both women and men. The policy framework to enhance gender equality across the OSCE region is supported by Ministerial Council decisions covering women's economic empowerment, women's participation in public and political life and in the conflict cycle. *Ministerial Council Decision No. 7/09 Women's Participation in Political and Public Life* calls on the participating States, among other areas, to provide for specific measures to achieve the goal of gender balance in all legislative, judicial and executive bodies, including security services such as police services. It also calls for them to consider possible legislative measures that would facilitate a more balanced participation of women and men in political and public life, especially regarding decision-making. *Ministerial Decision No. 10/11 Promoting Equal Opportunity for Women in the Economic Sphere* provides a range of measures to promote equality in the economic sphere. These include calls on participating States to collect and analyze data to identify and address obstacles preventing women from fulfilling their potential in the economic sphere. They are also called to facilitate the development of women's entrepreneurial skills and other work-related skills and to incorporate gender aspects into migration policies. It also refers to the need to identify concrete actions aimed at promoting equal opportunities for women in the economic sphere and, where appropriate, establish effective national mechanisms for monitoring progress in this field, such as on closing pay gaps.[71]

There is now a strong policy framework for women's empowerment supported by the 1979 Convention on the Elimination of all Form of Discrimination against Women (CEDAW) and UNSCR 1325 on women, peace and security, passed in 2000. Reflecting these developments the OSCE has made a concerted effort to integrate gender equality into its policy framework through endeavours to ensure that women and men are given equal access to resources and decision-making, and are

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[69] https://drive.google.com/file/d/0B1x4Uzd040QFbFFqWWNuWE01bW8/view
[70] https://drive.google.com/file/d/0B1x4Uzd040QFT2pXejF2QTVSNGc/view?pref=2&pli=1
[71] MC decision no. 10/11 'Promoting equal opportunity for women in the economic sphere', http://www.osce.org/mc/86085?download=true , MC decision 7/09 'Women's participation in political and public life', http://www.osce.org/mc/40710?download=true.

included in peace-building and post-conflict reconstruction. However, progress on translating theory into practice has been slower than expected. This means that efforts to empower women and ensure their inclusion throughout societal structures need to be stepped up.

Therefore, in order to improve the implementation of gender equality commitments in the OSCE region the Organization has developed a methodology for mentoring that targets women. This mentoring scheme can be used in all three dimensions of the OSCE to enhance efforts to meet gender equality commitments. Mentoring can be used either to increase the number of women in structures or to introduce a gender perspective among decision-makers in various institutions. This approach would ensure that mentoring complied with the requirements of 2004 OSCE Gender Action Plan, which states that the OSCE should apply gender analysis throughout its activities, projects, programmes and policies, and increase the number of women throughout its structures, specifically in decision-making.

3.2.3 OSCE and the Establishment of Mentor Networks for Women

Recognizing the potential of mentor networks as a tool for women's empowerment, the OSCE Gender Section embarked on a partnership with the Danish Centre for Information on Gender, Equality and Diversity (KVINFO). Since 2002, KVINFO has successfully developed and implemented a model for mentor networks for women involving over 7.000 participants and inspiring other sectors in Denmark to establish similar networks. The model has also inspired organizations in other countries, including Norway, Iceland, Finland, Germany, Spain, Portugal, Belgium, Bhutan, Tanzania, Malawi, Jordan, Tunisia and Morocco.

At the OSCE conference on "Women as agents of change in migrant, minority and Roma and Sinti communities in the OSCE area", held in Vienna on 6 to 7 September 2012, the KVINFO model was presented as a good practice example on how to empower women from all minority communities. Based on the rationale that social exclusion can contribute to instability and insecurity and the strategic value of mentoring networks in ending social exclusion and empowering women, in particular women from marginalized groups, a partnership between OSCE Gender Section and KVINFO was established. An extrabudgetary OSCE project to establish mentor networks was initiated in 2013 to help women help each other to participate in political, economic and social life and achieve equality. The project started with a training course in Belgrade on 26 and 27 February 2013, targeting 15 NGO representatives and OSCE Gender Focal Points for five pilot locations in OSCE field operations, as well as operations that were already implementing a mentoring approach, including the Mission to Serbia. In addition, a practical roadmap for creating mentor networks in the

OSCE region was developed and published as a joint publication by OSCE and KVINFO in 2014.[72] An expert meeting was organized in Skopje by the OSCE Gender Section on 12 October 2015, which brought together representatives of civil society, politics, business and academia from across the Western Balkans to exchange experiences in establishing mentor-mentees networks in the OSCE region. The project is managed by the OSCE Gender Section and will continue in 2016 to further increase access of women in the OSCE region to mentor networks at the field level.

Some examples of achievements reached so far include the experiences of the Mission to Serbia and the Mission in Kosovo. In Serbia, the OSCE's Women's Mentorship Programme has running for five years, in co-operation with the US Embassy, Erste Bank, and the NGO European Movement. The project involves over 100 women who volunteer their time as mentors to help younger women enhance their participation in society in a meaningful way. Based on the OSCE/KVINFO roadmap, the Mission in Kosovo implemented activities in co-ordination with the Kosovo Bar Association (KBA) for the establishment of a formal Women Lawyers' Mentor/Mentee Network between the KBA Committee for Gender Issues and recent female law graduates. This activity was designed to address the identified need to further women's empowerment in this focus area, which has typically been dominated by men.

3.3 Promising Practices across the OSCE Region

3.3.1 Women's Empowerment Schemes and Mentor Networks in the Public Sector and Political Sphere

As highlighted in the previous section, further progress is needed to achieve women's full and equal participation in the public sector. This includes the participation of women in the political sphere, as well as within governmental bodies, the security sector and other public areas such as academia. The potential impact of networking and connecting women aspiring to a career in the public field has been recognized globally and several initiatives have been initiated in recent years to provide connections, advice, tools and resources. One such initiative is the Women in Parliaments Global Forum (WIP). This is a global network of female parliamentarians at national level, including the European Parliament, comprising around 9,000 women. WIP is an independent, international and post-partisan foundation established with the purpose of advancing society by building a network between women in parliaments. It is a not-for-profit foundation, based in Zurich, Switzerland.[73]

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[72] OSCE and KVINFO, *Creating Mentor Networks in the OSCE Region. A Practical Roadmap.* 2014. Available in English, Russian, Albanian and Serbian on the following link : http://www.osce.org/secretariat/163006.
[73] http://www.womeninparliaments.org/

"WoMentor", or the European Federation of Mentoring for Girls and Women, aims to achieve gender equality through mentoring. The organization, whose work covers a part of the OSCE region, was founded in 2008 in Austria and has 14 members from ten different countries across the EU. WoMentor strives to reduce gender gaps in employment and payment and gender segregation. It also promotes equal work and career opportunities and a balance in private and family life.[74]

Several **initiatives at the regional level** exist related to establishing mentor networks for women in the public sector. One such example comes from **Liechtenstein and Austria**, where two programmes are running to promote women's participation in politics. One programme is a cross-border politics course for women, organized by the Office of Equal Opportunity in Liechtenstein in co-operation with the Women's Department in Vorarlberg (Austria). The participants are supported in their political and social engagement and in their political work. The aim of the courses is to prepare women to contribute to political and public bodies by strengthening their self-confidence and by learning techniques for leading a discussion. This programme is aimed at women involved in institutions, chambers, political parties, public bodies, organizations, associations and initiative groups, and at women who wish to be active in such structures in the future. The courses also provide a platform for women to build an interregional network, create new professional contacts and exchange experiences. Since 2004, 260 women from Liechtenstein and Vorarlberg have participated in these cross-national politics courses.

Another interregional project entitled "Frauen Entscheiden" (Women Decide) started in 2016. The project is organized by the Office of Equal Opportunity in Liechtenstein, the Women's Department in Vorarlberg and the Office of Equal Opportunity in Graubünden (Switzerland). Its goals are to encourage women to aim for an executive or leadership positions and to create an online platform to interlink women in all three participating countries. A special focus is given to the role and presence of women and men in the media. To reach these goals, seminars and workshops are organized for women interested in politics. As a first step, two cross-national assessments will be conducted, one on the role of gender in the media and the other on representation of women and men in decision-making positions. In spring 2017 a cross-border expert symposium will take place. There will be a particular focus on girls and young women between the ages of 12 to 20 and their participation in politics. Different workshops on participation in political processes are also being put in place and in autumn 2016 a cross-national girls' parliament will be organized.

Another regional approach can be found in **Slovenia and Norway.** The project "OPENN" is led by the Slovenian Peace Institute and involves four other partner organizations: the Norwegian Association of Municipalities, the Faculty of Arts, the Women's Lobby of Slovenia and Metas List.

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[74] http://www.womentor.eu/members

During the project, which ran from February 2015 to April 2016, the organizations identified barriers to women's entry into politics at the local and national level and developed support mechanisms, proposed overhaul of legislation and raised awareness on this subject. The Association of Municipalities and Towns of Slovenia (SOS) is leading the initiative to identify models of good practice in Norway, and developed a model of good practice for the integration of women in politics at the local level in Slovenia. On the basis of the exchange of experiences with the Norwegian Association of Local and Regional Government, project partners formed a network of more than 50 female local politicians, a mentorship model and a platform for support. In order to establish the supportive network the project partners carried out three workshops for female mayors, deputy mayors and municipal councillors, which resulted in the development of two networks for local politicians, which made of use of social media such as Facebook as well as creating a formally established network. The task of the mentors is to give the mentees encouragement and support them to work in politics, motivate retention or a move to leadership positions, transfer necessary knowledge and experience in many areas and give answers to various challenges.

At the **national level**, supporting women's participation in the political field, **Greece** presented a project entitled "Encouraging and Supporting the Participation of Women in Positions of Political Responsibility at the National and European Level", which was implemented by the Research Centre for Gender Equality-KETHI (an institution supervised by the Ministry of Interior & Administrative Reconstruction) and co-financed by the European Commission. The project established a network of women already involved in politics that could assume the role of mentors to women who need support in positions of political responsibility. Activities included conducting surveys and studies on women's participation in decision-making, organization of training seminars for women candidates in elections, creating a special website, publication of relevant printed materials and also mentoring initiatives for women that aim at getting involved in political decision-making. To this end, KETHI produced educational and informative material as a guide for those women interested in becoming mentors.

The Greek Women's Engineering Association (EDEM) is a member of WoMentor, the European Federation of Mentoring for Girls and Women. Between August 2010 and July 2012) it was involved in the "We:Mentor" Project (women educators in mentoring), an EU project that brought together experienced programme co-ordinators and less experienced co-ordinators of mentoring programmes particularly focused on women, in order to share knowledge and best practice and increase the potential quality of programmes provided for both mentors and mentees. The project organized four workshops, the last of which was held in Athens and organized by EDEM, which also created a mentoring guide for women and girls.[75]

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[75] http://www.wementor.eu/ and http://www.edem-net.gr/en/work/351-mentoring-.html

In **Belgium**, several mentoring programmes have been developed to promote women's participation in the public sector. "Wo-mentoring" is a coaching project created by the government Department of Diversity Policy. Wo-mentoring is a learning process whereby mentees receive guidance for an entire year by the mentors who are heads of department. The project provides guidance for women who would like to become managers, project leaders or heads of department and strives to have at least two thirds female participation. Mentees should be registered personnel of the Flemish Government and must be eligible to become a head of department.[76]

Non-profit association Women on Board was established in 2009 with the aim of promoting female access to directors' positions within Belgian public and private enterprises. The organization, which has over 200 members aims to create a pool of talented women ready to take up board positions and to facilitate access to this pool for Belgian enterprises searching for female directors.[77]

"BeWise" (Belgian Women in Science) strives to achieve equal and complete participation of women in all scientific fields in order to encourage diversity and advance the field of science as a whole. The mentee-mentor matching is based on a case-by-case approach. The programme receives funding from the Fédération Wallonie-Bruxelles and the Research Foundation Flanders. The organization's main goals are to provide support for women in the field of science (public and private sectors) and to promote communication among women in the Belgian and European scientific community. The project targets all women who were or are currently employed in sciences and women/men who encourage equal presence and active participation of women in science. Men can also apply, but priority is granted to women in order to reduce the gender gap in key positions. In 2011, for example, the programme was dedicated to women (the mentees) at the start of their scientific career but who had reached a minimum of year three in their doctoral studies. Mentors had to be scientists with more than ten years of experience.[78]

In **Ireland,** as part of the so-called Civil Service Renewal Plan[79], a "Women in Leadership" programme ran through 2015, which provided mentors to all participants. The project involved women across all 16 governmental departments, including the Department of Defence, and focused on raising female participation rates at senior levels in the senior service.

In **Sweden**, several initiatives have been developed focusing on **women working in the security sector.** The network of female mediators fits within the framework of Sweden's broader feminist

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[76] https://www.bestuurszaken.be/wo-mentoring
[77] http://www.womenonboard.be
[78] http://www.bewise.be/overview
[79] www.per.gov.ie

foreign policy and together with the Folke Bernadotte Academy, the Swedish government agency for peace and security, Sweden has launched a national network of women peace mediators and connected it to a Nordic Women's Mediator Network. The network forms a platform for training, experience sharing and support to peace processes. The goal of this process is not only to strengthen national capabilities, but more importantly to cut across traditional divides and create co-operative networks with other international female mediation teams from across the globe.

Another example from Sweden is the Gender Coach Programme, a joint project between the Folke Bernadotte Academy together and the Defence Academy, the Armed Forces, the Police Force and other relevant actors. The programme offers an opportunity for senior leaders (both women and men) in key leadership positions to develop their competence within the field of gender mainstreaming and the implementation of UN Security Council Resolution 1325. Through the programme, participants are assigned a personal gender equality coach specialized in training gender mainstreaming. Meetings between the participants and the coaches take place on a monthly basis. In addition to the individual meetings a number of seminars are also held where all the participants meet together with their coaches to discuss central issues and challenges encountered in their everyday work. (The Gender Coach Programme was presented in the joint Forum for Security Co-operation and the Permanent Council on October 7 2015.) Finally, the Swedish Armed Forces Network for Female Officers and Civilian Staff (NOAK) was established to promote gender equality in order to attract more women to the armed forces to achieve a better gender balance. As stated in the Swedish armed forces' action plan for gender equality, increasing the proportion of female officers, national service personnel and managers is of the highest priority. The aim of NOAK is to create a better work environment where both women's and men's specific knowledge, needs and experiences are taken into account and catered for. While the network's primary purpose is to create a good working environment its mentoring activities also serve as a platform for women to meet and exchange experiences on working in the Swedish armed forces.

It should be noted that mentor networks and other initiatives aimed at the full and equal participation of women in the public sphere do not exist in isolation and their success depends on **a supportive and enabling institutional framework**. Several countries reported on measures they have taken in recent years to improve the institutional and legal framework for gender equality. In the **Former Yugoslav Republic of Macedonia** (FYROM) a law on regulating the issues of equal treatment of men and women (Law on Equal Opportunities of Women and Men) was first adopted in 2006. In 2008 it was harmonized with EU Directives and in 2012 a new Law on Equal Opportunities of Women was passed. The legal framework includes specific rules and regulations to prevent discrimination in the labour market, including the Law on Work Relations, which includes provisions on equal opportunities and equal treatment in employment, promotion at work, training, education, additional

qualification, salaries, rewards, absence from work, work conditions, work hours and termination of employment contracts. The law details rights of pregnant women and parental rights. Gender equality principles are also adhered to in vacancy notices where specifying gender preferences is forbidden.

In **Italy**, measures have been put in place to address traditionally low levels of female political representation, which stems from a broad range of structural cultural barriers. Multi-annual training projects, under the heading of "Women, Politics and Institutions - educational processes for a gender and equal opportunities culture", have been developed to establish a more gender-sensitive culture that allows women to participate in politics and promotes their success and participation in national political and social life. Through "WE-Women for Expo", a project of Expo Milano 2015, a number of measures were launched to strengthen women's participation as positive agents of change. At the same time, labour-related policies have been initiated aimed at: decreasing the unemployment rate; combating horizontal and vertical segregation; removing barriers preventing women from entering and/or re-entering the labour market; fighting all forms of discrimination; and improving reconciliation policies. The Italian Government has also taken considerable measures to ensure effective equal opportunities in access to education and training for women and girls and promoted a project on a Code of Self-regulation for educational publishers to ensure equal gender representation in school books.[80]

Another important foundation for successful initiatives to empower women is the framework in place around the prevention of and response to gender-based violence. For example, Turkey provided an overview of measures at the national level designed to support survivors of gender-based violence, including an assessment of shelter provision. As of February 2016, the number of women's shelters has reached 137, and offering services to 18,562 women and 9,199 children. Other measures to tackle the problem of violence against women include the establishment of hotlines, violence prevention and monitoring centres ('ŞÖNİMs'), along with other measures to implement Article 14 of the law on The Protection of Family and Prevention of Violence against Women.

3.3.2 Women's Empowerment Schemes and Mentor Networks in the Private Sector

Women's access to resources and equal opportunities to set up businesses is not purely a matter of empowerment; it is also a question of prudent use of human resources needed in order to achieve economic prosperity and increased stability. The *Women Matter*[81] report, published by McKinsey in 2015, showed that if women were granted equal access to the economy it would add up to $28 trillion, or 26 per cent, to annual global GDP by 2025 compared with a business-as-usual scenario. This

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[80] www.impariascuola.it and www.scosse.org
[81] http://www.mckinsey.com/global-themes/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth

impact is roughly equivalent to the size of the combined Chinese and US economies today. It is clear that leaving women out of the private sphere is not only a lost economic opportunity, but also a waste of human resources. Therefore, the structures and mechanisms to include women are crucial to attain the goals set out in CEDAW and the Beijing Platform, as well as in OSCE policies on gender equality. This sub-chapter takes a closer look at empowerment and mentoring schemes that exist in the private sector in the OSCE region.

There are several regional initiatives such as the **European Network of Mentors for Women Entrepreneurs (INSME)** to promote female entrepreneurship through the sharing of know-how and experience. The network was launched in 2011 by the European Commission, which recognized that women only accounted for 34.4 per cent of the self-employed in Europe. The mentoring network was set up to raise this share by having successful businesswomen assisting women entrepreneurs who have established new enterprises. The mentors give these new entrepreneurs concrete advice on how to run and grow their enterprises in this early, critical phase of the businesses as well as help them to develop the necessary soft skills and coach them. The network covers 17 European countries.

In order to ensure that there is a policy framework in place that takes the needs of female entrepreneurs into account, the EU has also established a **Network to Promote Women's Entrepreneurship (WES)**. WES is a policy network with members from 31 European countries (the EU-28, Iceland, Norway, and Turkey). The network's delegates represent national governments and institutions and are responsible for promoting and supporting female entrepreneurship at national level. WES members provide advice, support, information, and contacts regarding existing support measures for female entrepreneurs. They also help identify good practices.

Several countries in the OSCE region have also introduced a **quota system to increase the number of women on corporate boards**. Norway was the first participating State to introduce such a scheme, aiming for 40 per cent quota level for female board directors, using penalties that include company dissolution for those that continue to flout the law. Other participating States such as Germany Italy, France, and Spain have followed Norway's example.

Some participating States have opted for voluntary target-setting and a corporate governance code. **Canada, Ireland, the United Kingdom and the United States** have branches of "the 30% Club".[82] This is an initiative launched in the UK in 2010 with a goal of achieving a minimum of 30 per cent women on Financial Times Stock Exchange (FTSE) 100 boards. The initiative recognizes that better gender balance leads to better results. Since its inception the number of women on FTSE boards has

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[82] http://30percentclub.org/

increased from 12.5 per cent to 26 per cent in the UK. The 30% Club runs a number of very specific and targeted initiatives that look to broaden the representation of women at all levels, from "schoolroom to boardroom" and they do so, for example, by providing information and assistance for businesses trying to improve their diversity at all levels, by sharing innovations that work and devising new collaborative actions. The 30% Club has also kept the spotlight on the issue through participation in public debate, on TV, radio and social media, and by staging large-scale events to develop momentum and to evolve thinking around the issue.

In addition to these regional or multi-country initiatives, there are also several **national initiatives across the OSCE region.** Several participating States have **women resource centres** to help female entrepreneurs to enhance their skills and assist with business development, such as the Professional Businesswomen and Handicrafters in Albania, the Businesswomen Support Centre in Armenia, the Women Initiative Foundation in Bosnia and Herzegovina, the Fund of Women Entrepreneurs in Georgia and the National Association of Women Entrepreneurs in Tajikistan.

Belgium has several mentoring schemes targeting women entrepreneurs, such as "SOFIA", which gathers female entrepreneurs and managers from various fields in order to promote knowledge transfer as well as discussing leadership skills and stress management. The project targets areas such as marketing, financial policy and human resources. "Artemis" is another Belgian network, of more than 25,000 female entrepreneurs, providing a platform for women to boost their careers or to receive help on getting started as an independent entrepreneur. Furthermore, "WE MentorCoach" provides a platform to organize mentoring programmes for and by female entrepreneurs. It supplies participants with a digital toolbox that contains useful tips and instruments to create, prepare, and successfully execute a mentoring scheme that can be applied by the participants in their own network.

In Denmark, "Women In Business Denmark" is a women's network, where business women, students, jobseekers, and entrepreneurs meet.[83]

In Finland, Valtava Gender-Mainstreaming Programme was a national programme of the Ministry of Employment and Economy seeking to promote gender equality. It aimed at supporting the promotion and mainstreaming of gender equality, producing new methods for gender mainstreaming, raising awareness and spreading knowledge of gender equality among project implementers and authorities, and promoting women's entrepreneurship and innovation potential. As a part of this programme, so called "InnoLady Camps" were organized for highly educated women with an innovative business idea who were motivated and intended to become academic entrepreneurs. The camps were organized

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[83] http://www.wibdanmark.dk/

by the Women's Enterprise Agency and funded by the European Social Fund (ESF). Two camps were organized in 2012 and 2013 with 20 participants in each group. The programme exemplifies good practice in promoting women's entrepreneurship focusing on a very specific target group of women who are not generally considered in entrepreneurship programmes, and has a very well-developed training strategy.

Finland also has the "fForum" (female Forum) at Oulu University of Applied Sciences, which provides training and research to support women intending to become entrepreneurs, women working as entrepreneurs, and women interested in advancing their own career opportunities. The objective is to enable the profitability and growth of business and to develop leadership skills. There is also a module tailored especially for immigrant women.[84]

In Greece, the Chamber of Commerce has established a National Chambers' Association of Greek Women Entrepreneurs to support and advance the role of female entrepreneurs.

In Italy, the Business Entrepreneurship Women In Network (Be-Win), co-financed by the European Commission, was set up in 16 Italian regions. The network involves female entrepreneurs, with the participation of 32 women mentors and 64 women mentees. There are also regional and local initiatives to promote female entrepreneurs in Italy in for example the municipalities of Venice, Apulia and Emilia Romagna. In Milan there is a mentoring programme within the Professional Women's Association (PWA) where mentors are matched with mentees to support specific career or business-related goals. Mentoring relationships are sustained over a period of six months.

In 2015 **in Slovenia** the Section of Women Managers (within the Manager's Association of Slovenia) started the implementation of a programme of mentoring networks for female managers. The aim is to encourage and support female candidates to take leading managerial positions, to exchange relevant experiences and knowledge, and to give answers on how to deal with different life challenges. It is a one-year programme where more experienced female managers transfer their knowledge and experiences to a younger generation. In 2015, 11 such mentoring pairs where established. In 2013 Bisnode Slovenija started with "The High Heels Club" project that is dedicated to businesswomen. The aim is to organize gatherings, mentoring, sharing of experiences and advice among businesswomen. These activities are intended to create a place and atmosphere that motivates businesswomen to become more active, more secure and to have a place that offers information and contacts that are important to them.

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[84] http://www.oamk.fi/hankkeet/fforum/english/

In **the Netherlands** an ambitious programme called "Vrouwen naar de Top" (Women to the Top) has established a database numbering around 100 women who are "board ready". Mentoring by established board members is one of the elements provided to these high-potential women. Moreover, there are two ongoing programmes regarding the charter "Talent naar de Top" (Talent to the Top): Cross Mentoring, which has been running for almost ten years, with around 100 mentees and mentors annually; and Boardroom Couching, which has been running for five years, with 25 coachees and coaches annually, co-ordinated with government partner "Opportunity in Bedrijf". In these programmes, potential female executives are matched to mentors who support them in their job and career and grant them access to their network. The programmes add to gender equality in two ways. Firstly, the mentees' career trajectory is accelerated. Secondly, among the mentors, awareness regarding diversity and inclusiveness of leadership grows; this is an important condition to sustainably secure gender equality within an organization. Evaluations demonstrate that the programme is highly effective, with almost all mentees of the Boardroom Coaching programme making a substantial career move within two years and a considerable number of them attaining a boardroom position. The participants of the Cross Mentoring programme mentioned that the programme gave them better sight of their ambitions, strengths and career opportunities and allowed them to develop a plan for the future. Most mentees and mentors also indicate that because of the programme they have a greater level of understanding and awareness about diversity, inclusion and exclusion mechanisms and differences between men and women relating to careers.

3.3.3 Women's Empowerment Schemes and Mentor Networks for the Empowerment of Marginalized Groups

Many participating States have recognized the efficiency of mentoring networks to ensure the integration of marginalized groups. Some of the mentoring schemes reported on by the participating States include marginalized women as a target group to improve their capacities in various fields, to empower them and give them a greater prospect of becoming income earners and decision-makers. This sub-section provides an overview of initiatives targeting different marginalized groups of women, including young women, minority women and refugee women. The practical roadmap developed by the OSCE Gender Section and KVINFO on creating mentor networks in the OSCE region is also based on the idea that mentor networks can improve social inclusion, contributing to stability and security.[85]

A regional approach to mentoring for marginalized groups is demonstrated by the EU-supported project "LIGHT", focusing on social inclusion. The project aims to increase the level of social inclusion of senior citizens, unemployed people and migrants, with a special emphasis on women in

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[85] OSCE, Creating Mentor Networks in the OSCE Region. A Practical Roadmap, 2014.

five countries (Lithuania, Czech Republic, Germany, Spain and United Kingdom).[86] To achieve its goals, the project used three main approaches, including group social mentoring for disadvantaged persons, role models for social inclusion and workshops. The project led to the development of an e-workbook for tutors on group social mentoring, a video set on role models and training materials for the different sets of workshops on equal opportunities and non-discrimination.

New technologies were also developed and used at the international level. The 2011-2013 project "e-Mentoring: New Skills and Competencies for New Jobs",[87] co-ordinated by the Lithuanian NGO Social Innovation Fund, aimed to increase the capacities of students in higher education, trainees in vocational education and training institutions, and adults re-/entering the labour market by collecting good practice experiences and transferring best solutions into a common e-Mentoring model. The project resulted in a virtual e-learning environment for registered users in the MOODLE distance learning system, which guarantees e-mentoring process confidentiality and effectiveness. Also, a widely used open education resources to enhance employment and entrepreneurship was created.

At the national level in Slovenia "Project Colleagues" (Zavod Nefiks) assists young people and youth organizations with recording, presenting and promoting non-formally acquired skills and competences. Along with recording achievements they try to expand the possibility of young peoples' employment and social inclusion, especially for those left behind, with a variety of supplement activities/projects. Project Colleagues focuses on young unemployed women and provides them with a female mentor to meet and connect with a successful woman who is employed in a position desired by the participant. They meet on a regular basis and discuss the possibilities and appropriate approaches for reaching a particular vocation. Such networks are active in nine Slovenian cities.

In Finland, there is a dedicated mentoring programme for female immigrants with higher education called "Womento". The project launched in 2011 by Väestöliitto (The Family Federation of Finland) and is funded by Finland's Slot Machine Association. The programme is ongoing and the latest group started the programme in March of 2016. The programme's objectives are to support immigrant women and provide them with necessary professional networks in Finland to deepen their knowledge of their own professional field and of practices used in the host country through mentoring. It also aims to create an open platform for two-way integration, which allows both immigrant women participating and their host partners to learn from each other. The project was established as immigrant women with a higher education often encounter difficulties in attaining positions equivalent to their education, due to language barriers as well as a lack of confidence by employers in the employee's ability to perform the required tasks. For educated immigrant women it is often

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[86] http://socialmobility.eu/
[87] http://www.e-mentoring.eu/

difficult to prove their skills in their own field without Finnish references or networks. Womento therefore aims to strengthen both professional and social networking among immigrant and Finnish women. The project improves society's capacity to absorb foreign-born educated women to become part of the Finnish working and daily life, and supports the inclusion of immigrant women in general. The Womento programme is conducted in Finnish, so among other things participant's language skills are also improved during the programme.

The core of Womento is the establishment of pairs of mentors (volunteers) and actors (immigrant women) working together. A mentor can for example help in CV preparation, while the pair can also discuss Finnish working culture or they can practice special Finnish vocabulary relevant in their profession. Every pair works towards their goal in their individual way, but the leading idea is shared profession. The Womento team supports the pairs in their work and provides individual counselling if needed. There are also some supplementary activities and training arranged to strengthen participants' job search skills, for instance training on how to use social media for finding a job, and on how to identify and market your own expertise, skills, previous work experience to an employer in Finland.

Research published in 2014 (covering results from 2012 to 2014) shows that the impact of the Womento programme has been very positive. It showed that 37 per cent of the mentees found employment (30 per cent were able to get a job in their own professional field, the remaining 7 per cent either found a job close to their educational background, were employed in another field or made their own company), 20 per cent got an internship in their professional field, and 20 per cent managed to receive a placement for studies they aimed at or applied or received a grant for research.

In **Denmark**, the NGO "Qdanmark" targets migrant and refugee women and seeks to help realize the women's full professional and personal potential in the Danish labour market and society. It is founded with the goal of improving integration and strengthening co-existence, education, and understanding of cultural differences in Denmark. The mentor and mentee usually meet for two to four hours every third week. The mentor has to be willing to use her own network to open up doors to the mentee. The organization is run by volunteers.[88] The newly launched pilot initiative "PIFT" by Danish NGOs KVINFO and Foreningen Nydansker targets girls and young women aged 15-30. The initiative seeks to cope with the participants' failure to thrive, loneliness, or psychological vulnerabilities by engaging them with a female mentor four hours per week for six months. The initiative is present in six municipalities and co-operates closely with municipalities' job centres, experts, and other organizations. The mentors are voluntary and trained by the organization.[89]

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[88] http://qdanmark.dk/
[89] http://pift.nu/

In **Lithuania**, several NGOs have been using the mentoring approach as a tool for empowerment for marginalized individuals, including women. The Social Innovation Fund is one of the NGOs which has been implementing different social mentoring programmes for women since 2005. The "Give a Hand" project (2005-2008) aimed to create and test the method of individual social mentoring, targeting long-term unemployed women. As a result of the project, 40 per cent of the project participants were successfully employed. In 2009–2012 the project "Model of Promoting Women's Social Mobility" aimed to enhance the social mobility of women at social risk and social exclusion, to enhance co-operation between social partners and to strengthen the ability of women working and volunteering in NGO's to work with women at social risk and social exclusion. The target group was single mothers, women returning to work after a longer break period and older women (50+). As a result of this project a method of sectional social mentoring was created and tested. Subsequently the 2012–2015 "Social Incubator" project was implemented, targeting long-term unemployed people and single parents (mothers and fathers) to overcome social exclusion, poverty and fully participate in the social and economic life. During the project more than 40 per cent of women were successfully employed.

In **Belgium**, the "Collectif des Femmes Africaines du Hainaut" (CFAH) strives to help women from sub-Saharan migrant communities to find leadership roles political life by providing a platform for mentoring. The mentoring programme has the ultimate goal of promoting the participation of migrant women in civil life in Belgium. The mentoring scheme is based on a psycho-social approach in order to give migrant women more confidence. Objectives are to promote cultural diversity and participation of African women in the region of Hainaut; rebuild the civil capacity of migrant women; promote participation to women networks (e.g. the Conseil des Femmes Francophones); and organize sessions on topical issues such as parenthood.[90]

3.4 Conclusion

The wide variety and content of the examples provided above provide clear evidence that within the OSCE participating States there is a growing recognition of the need to develop and implement practical measures to support the empowerment of women. Of particular interest is that the analysis shows that approaches focused on establishing mentor networks and other initiatives for the empowerment of women can be applied to both the public and private sector, as well as to the challenges related to women from marginalized groups. The establishment of mentor networks can provide a much needed impetus to increased participation of women of all backgrounds to overcome the barriers they face to achieve full and equal participation in public life, including in the economic

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[90] http://www.cfah.be/le-mentorat/

field. This in turn is a key contribution to increased stability and security, cutting across all OSCE dimensions: political and military, economic and environmental as well as human rights.

The OSCE Gender Section project for the establishment of mentor networks in the OSCE region builds on existing good practices and the successful model developed by KVINFO. The practical roadmap that was developed in 2014 for creating mentor networks in the OSCE region is a tool that can be applied at the field operation level, but also by other interested organizations and entities. However, the links to existing mentoring approaches can be further strengthened, and the roll-out of the roadmap should include a comprehensive capacity-building plan including training and individual support for interested organizations.

Although many public and private institutions are applying mentoring methodologies to work towards equal participation of women, the application of this approach is not always consistent and its results are not always evaluated and documented. In order to really benefit from the growing interest and application of mentoring methodologies, the application of a solid evaluation framework is needed, including for the OSCE Gender Section project. This will allow the OSCE and participating States to learn from different experiences, monitor progress made, and move good practices from the national level to the regional arena.

Finally, the use of social media for the establishment of networks at the national and international level is an approach that can and should be further developed. Tools like Facebook, LinkedIn and Twitter are built on the idea of creating networks and providing unlimited access to other individuals with similar interests, careers, or ambitions.

Chapter 4: Recommendations and Strategic Priorities

Though progress has been made in the implementation of the 2004 Gender Action Plan, not all recommendations from last year's Annual Evaluation Report have been implemented. In particular, progress on the adoption of an Addendum to the Gender Action Plan has been challenging.

Following the 2014 OSCE Gender Equality Review Conference, the Swiss and the incoming Serbian Chair circulated the "Chairmanship Conclusions – Achieving Gender Equality in the OSCE Region: A Roadmap" (CIO.GAL/135/14, 24 July 2014), a document that identified accomplishments and challenges in the implementation of the Gender Action Plan as well as action points that need to be taken to strengthen implementation and, where appropriate, bring OSCE commitments up-to-date with a goal to achieving de jure and de facto gender equality across the OSCE region. On the grounds of this document the Swiss Chairmanship initiated discussions in the framework of an Informal Working Group on the adoption of an Addendum to the 2004 Gender Action Plan. The purpose of the Addendum was to complement the Action Plan and provide the participating States with an updated framework for the promotion of gender equality in order to enhance efforts to advance gender equality and gender mainstreaming throughout the OSCE area, notably in all participating States and executive structures of the OSCE, with a view to address gaps in implementation as well as current and emerging trends and challenges.

The outcome of the discussions was the adoption of Ministerial Council Decisions No. 7/14 on Preventing and Combating Violence against Women and No. 8/14 on the Addendum to the 2004 OSCE Action Plan for the Promotion of Gender Equality that tasks participating States to adopt the Addendum in 2015. Throughout 2015, under the leadership of the Serbian chair, discussions and negotiations continued on the adoption of the proposed draft Addendum, however, no consensus was reached.

In the meantime, there have been significant developments at the global and regional level, including the adoption of new Sustainable Development Goals which include Goal number five, a dedicated goal of achieving gender equality and the empowerment of women and girls, encompassing issues such as combating violence against women and ensuring women's full participation and equal opportunities for leadership in political, economic and public life. Another important step has been the adoption of UN Security Council Resolution 2242 on women, peace and security, which highlights emerging issues as well as the important role of regional organizations in promoting the implementation of the women, peace and security agenda. Therefore, looking ahead at 2016 and the years after, it will be important to focus on the following recommendations:

1. Enhancing gender mainstreaming within the OSCE, including a focus on accountability

The 2004 Gender Action Plan has clear provisions to gender mainstream all OSCE structures, projects, programs, activities and policies and to work towards full gender equality in the participating States, and the Addendum should strengthen these provisions. The Annual Evaluation Reports over the past decade have shown, however, that major efforts are still needed to create a more systematic and strategic approach to include a gender perspective and increase women's participation in structures and activities. This includes the establishment of an accountability mechanism and a system for monitoring and evaluating progress. To achieve this, the Secretariat, Institutions and field operations as well as participating States are encouraged to develop action plans and targeted strategies for mainstreaming gender, which should include well-defined quantitative and qualitative objectives, indicators, clear timelines, monitoring and accountability frameworks, budgets and review capacities. One tool that could represent an important first step for a systematic approach to gender mainstreaming within OSCE structures would be the application of a gender marker to the Unified Budget, which would allow measuring all OSCE programmes' contribution to gender equality over time and increase accountability across the organization.

The recommendations from last year's Report have only been implemented partially and further efforts for their implementation are required. The following issues should be addressed in such a systematic manner:

• The OSCE executive structures should take into account that the best way for ensuring proper and systematic gender mainstreaming of programmes, projects and activities is to increase capacity-building and create tailor-made action plans for field operations, Institutions and Secretariat departments;
• The inclusion of a gender perspective in project activities, budgeting and monitoring should be enhanced;
• All executive structures should work on strengthening the Gender Focal Point network in the field operations, Institutions and Secretariat departments;
• Deputy Heads of Mission/ Deputy Directors of Institutions should, as a matter of policy, assume the responsibility of Gender Focal Points in order to ensure engagement on gender mainstreaming issues at a level of management responsibility sufficient to effect meaningful results;
• Efforts must continue to recruit more women to senior positions across all dimensions and executive structures;
• Chairmanships should call upon participating States to nominate female candidates to alleviate the chronic shortage of women in Heads of Mission, Deputy Heads of Mission or Directors positions;
• Chairmanships should endeavour to appoint more women as chairs of the three Committees and as Special Representatives;

• Participating States should invigorate their efforts to increase the number of nominations of women to seconded positions, in particular from under-represented participating States;

• Participating States should endeavour to nominate more female candidates to seconded positions in areas such as military affairs and civilian police, where they are underrepresented;

• Participating States should enhance efforts to second full-time gender advisers in larger field operations, as Gender Focal Points in addition to their regular duties tend not to have sufficient time to influence the policies and programmes to ensure gender mainstreaming;

• Topics and agendas of OSCE events should include a gender perspective, and equal participation of women and men at the events should be ensured.

In order to promote the implementation of gender equality commitments at the participating States level, it will be important to identify strategies for the implementation of the Gender Action Plan, through enhancing commitments on key gender issues and through the development and adoption of OSCE-wide action plans on pertinent gender issues, such as women, peace and security.

2. Implement Ministerial Council Decisions on Violence Against Women

With the adoption of Ministerial Council Decision No. 7/14 on Preventing and Combating Violence against Women, OSCE commitments in this area were reinvigorated. This means it is all the more relevant to reflect the components of this decision in the Addendum. In addition, an operationalization of the MC Decisions on violence against women and this priority area of the Gender Action Plan should be operationalized to promote implementation at the participating State level. This could be done through the development of an OSCE-wide strategy or action plan for combating violence against women. This would include measures that should be taken related to combating and preventing violence against women in the areas of developing legal frameworks and partnerships, preventing and prosecuting violence against women and protecting victims. Activities should be initiated to enhance data collection and share good practices and experiences among participating States. OSCE executive structures should identify how they can include the different provisions into their programmatic and project work. The Gender Section should facilitate these efforts through advice and co-ordination.

3. Increase efforts for mainstreaming gender in the security sector and politico-military dimension

While gender mainstreaming as part of the comprehensive approach to security is strongly institutionalized through the Gender Action Plan and relevant Ministerial Council Decisions, progress in this area has been slow and fragmented. Effective gender mainstreaming of the security sector and the politic-military dimensions relies on gender balance among personnel and staff, capacity building and a strong gender analysis of problems that lead to gender responsive solutions. In order to gender

mainstream its comprehensive security approach, the OSCE should identify and implement gender-inclusive, conflict-sensitive approaches and institutionalize gender adviser posts across the executive structures in order to assist with gender mainstreaming throughout the conflict cycle.

4. Establish and strengthen networks and mechanisms for women's economic and political participation

One area where further action is required also based on the adoption of the new Sustainable Development Goals, OSCE participating States should further encourage the development of mentoring networks and other tools for women's economic empowerment, and their full and equal participation in the public sphere, also taking into account the needs of women from marginalized groups such as Roma and Sinti. The mapping conducted in the third chapter of this report is only one area of potential work where country-level experience of good practices and innovative approaches can inform policies and programmes at the national and sub-national level for participating States.

5. Strengthen partnerships and collaboration to address emerging challenges

The area of gender equality and the implementation of the women, peace and security agenda is constantly evolving. The OSCE is working in co-operation with other key actors in this field, including the European Union, the Council of Europe and UN Women. In order to address the implementation of challenges and respond to emerging issues, it is essential to further strengthen these partnerships. Some of the areas where a co-ordinated approach is needed to ensure all policies, programmes and activities are systematically integrating a gender perspective include the role of women in countering violent extremism and radicalization that lead to terrorism, and the gender dimensions of refugee and migration flows.

Conclusions

The deliberations and negotiations throughout 2015 on the Addendum have highlighted the strong interest and commitment of participating States to make progress in gender equality issues. These and other activities organized by OSCE executive structures and participating States have further enhanced awareness among participating States and OSCE executive structures on the importance of including a gender perspective in efforts towards achieving comprehensive security. In 2016 and the years ahead, it will be important to build on this momentum to strengthen gender-related commitments and at the same time increase the focus on implementation within OSCE executive structures as well as in the participating States.

Annexes

ANNEX I

SEX DISAGGREGATED STATISTICS OF THE OSCE STAFF

TABLE AND GRAPH 1

Post Distribution of staff in the OSCE Secretariat, Institutions and Field Operations (by staff category)

Category	Men	Women	Total	% Women
General Service Staff	709	598	1307	46%
Professional Staff*	402	385	787	49%
Senior Management Staff**	88	47	135	35%
Total Staff	**1199**	**1030**	**2229**	**46%**
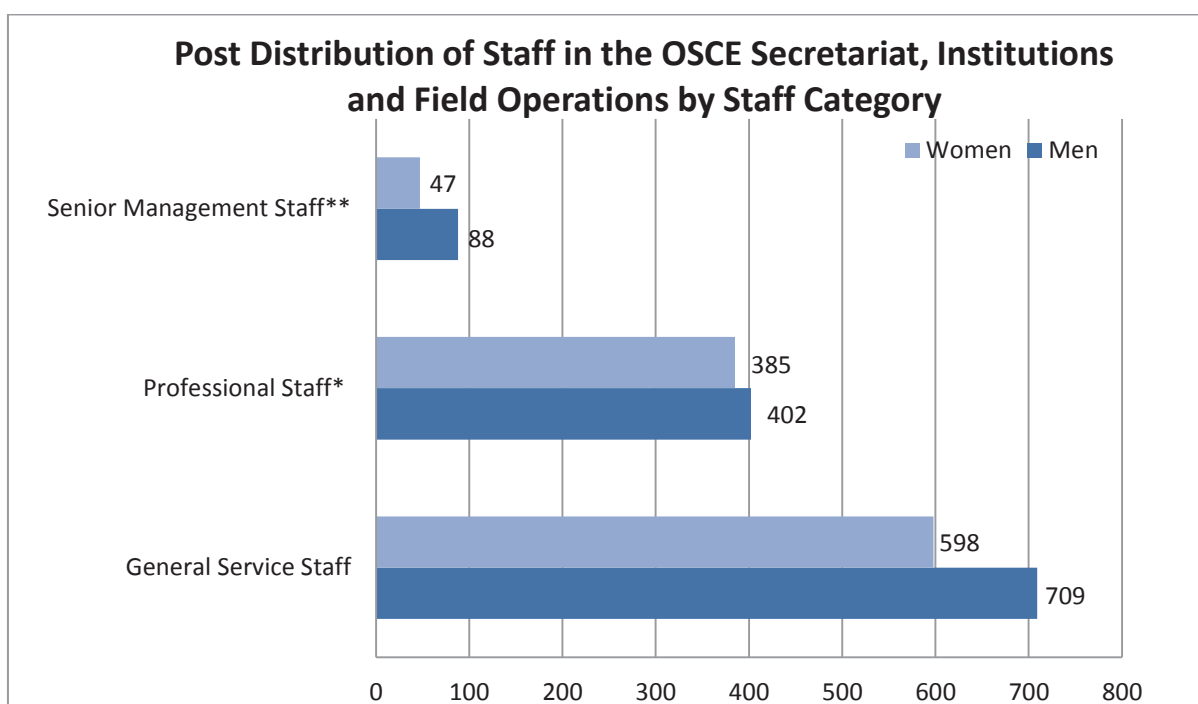
Post Distribution of Staff in the OSCE Secretariat, Institutions and Field Operations by Staff Category

*Professional Staff: NPOs, S, S1, S2, P1 to P4.
**Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.
General Service Staff: G1 to G7.
Seconded Staff: S, S1, S2, S3, S4, D/ Field Operations, H/ Field Operations.
Contracted Staff: G1 to G7, P1 to P5, D1, D2, HoI, The Secretary General.
Note: Data as at 29 December 2015

TABLE AND GRAPHS 2
Post Distribution of the OSCE Staff, in the OSCE Secretariat, Institutions and Field Operations

Category	Men	Women	Total	% Women
General Service Staff	88	172	260	66%
Professional Staff*	131	96	227	42%
Senior Management Staff**	18	16	34	47%
Total Staff - Secretariat&Institutions	**237**	**284**	**521**	**55%**

Category	Men	Women	Total	1234
General Service Staff	621	426	1047	41%
Professional Staff*	271	289	560	52%
Senior Management Staff**	70	31	101	31%
Total Staff - Field Operations	**962**	**746**	**1708**	**44%**

Category	Men	Women	Total	% Women
Grand Total Staff	**1199**	**1030**	**2229**	**46%**
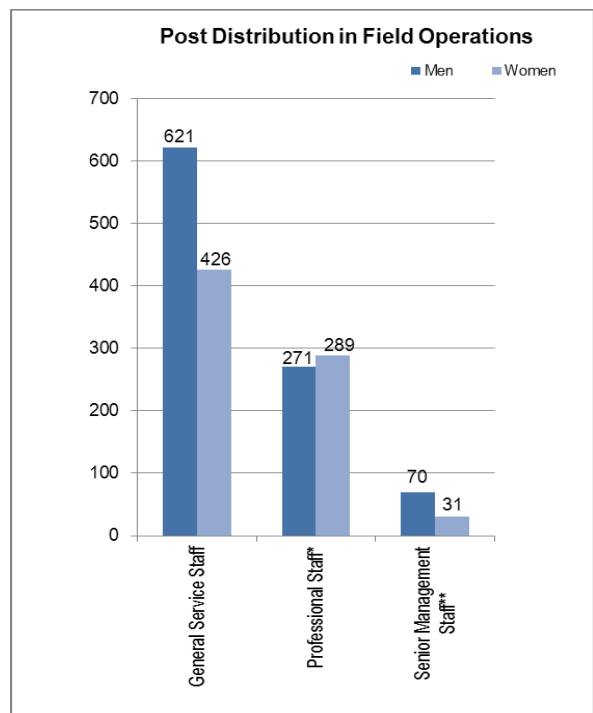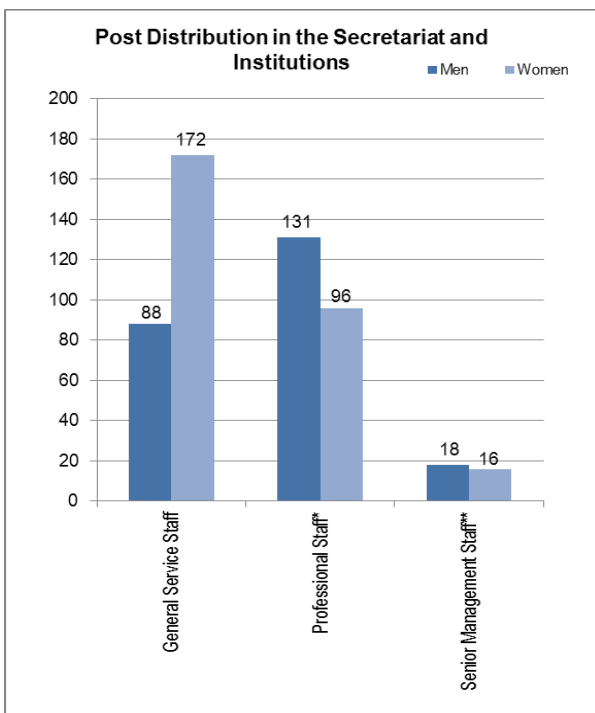
Post Distribution in the Secretariat and Institutions

Post Distribution in Field Operations

*Professional Staff: NPOs, S, S1, S2, P1 to P4.
**Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.
General Service Staff: G1 to G7.
Seconded Staff: S, S1, S2, S3, S4, D/ Field Operations, H/ Field Operations.
Contracted Staff: G1 to G7, P1 to P5, D1, D2, HoI, The Secretary General.

TABLE AND GRAPHS 3

Development of post distribution by Category of Staff in the OSCE

From 1 December 2004 to 29 December 2014*

	General Service Staff					Professional Staff					Senior Management Staff					Total					Total in per-cent (%)	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	% Men	% Women
01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%	41%	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%	54%	46%
01 May 2012	839	729	1568	54%	46%	483	436	919	53%	47%	104	45	149	70%	30%	1426	1210	2636	54%	46%	54%	46%
01 May 2013	766	659	1425	54%	46%	447	412	859	52%	48%	97	49	146	66%	34%	1310	1120	2430	54%	46%	54%	46%
31 Dec 2013	766	659	1425	54%	46%	447	412	859	52%	48%	91	50	141	65%	35%	1304	1121	2425	54%	46%	54%	46%
29 Dec 2014	735	625	1360	54%	46%	422	395	817	52%	48%	91	44	135	67%	33%	1248	1064	2312	54%	46%	54%	46%
29 Dec 2015	709	598	1307	54%	46%	402	385	787	51%	49%	88	47	135	65%	35%	1199	1030	2229	54%	46%	54%	46%

General Service Staff

Professional Staff

Senior Management Staff

Total

104
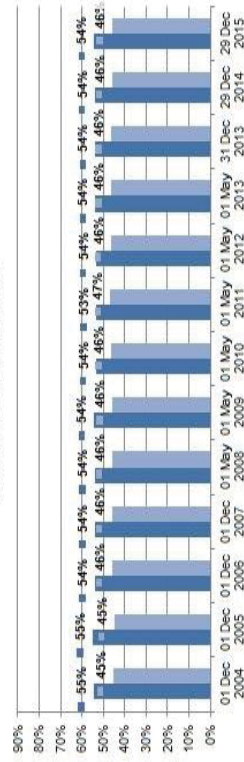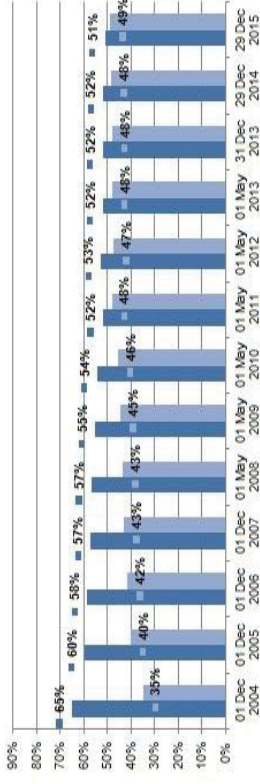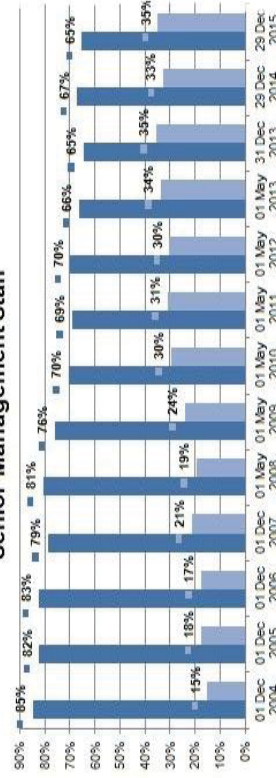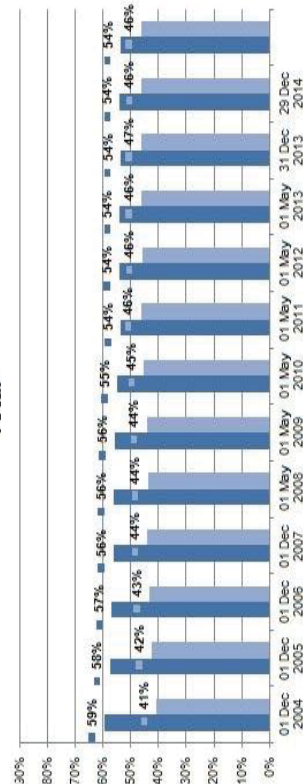
TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media
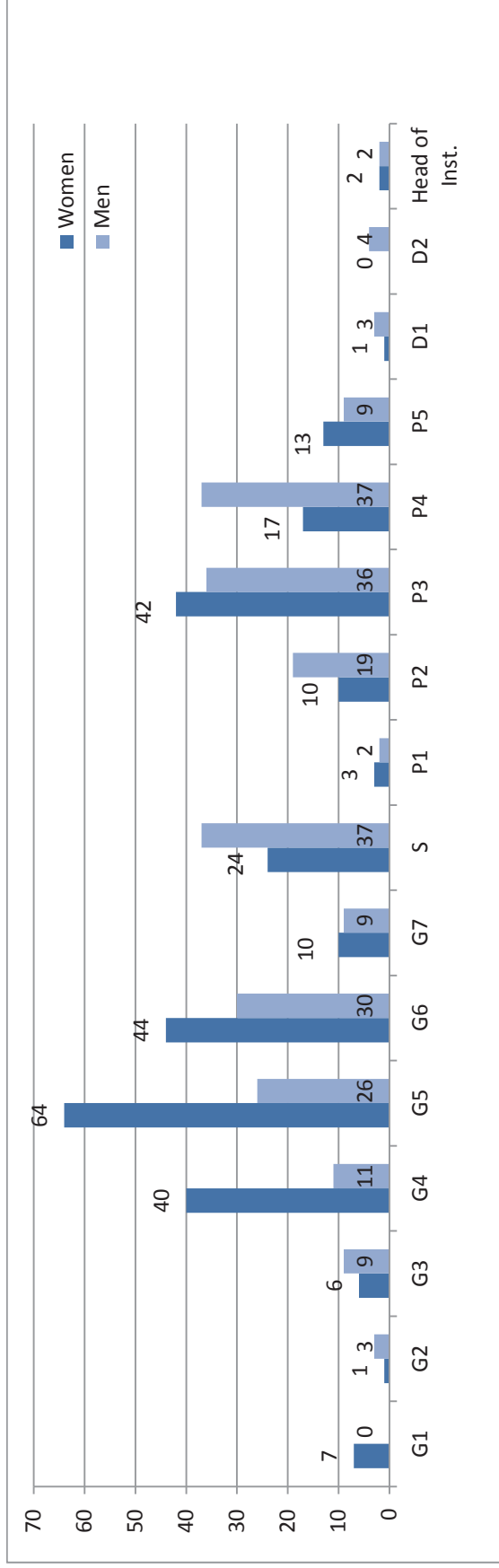
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	7	1	6	40	64	44	10	24	3	10	42	17	13	1	0	2	172	66%	24	39%	88	44%	284	55%
Men	0	3	9	11	26	30	9	37	2	19	36	37	9	3	4	2	88	34%	37	61%	112	56%	237	45%
TOTAL	7	4	15	51	90	74	19	61	5	29	78	54	22	4	4	4	260	100%	61	100%	200	100%	521	100%

P+ includes P1, P2, P3, P4, P5, D1, D2,Hol

* Secretariat staff includes High Level Planning Group.

Note: Data as at 29 December 2015

105

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*
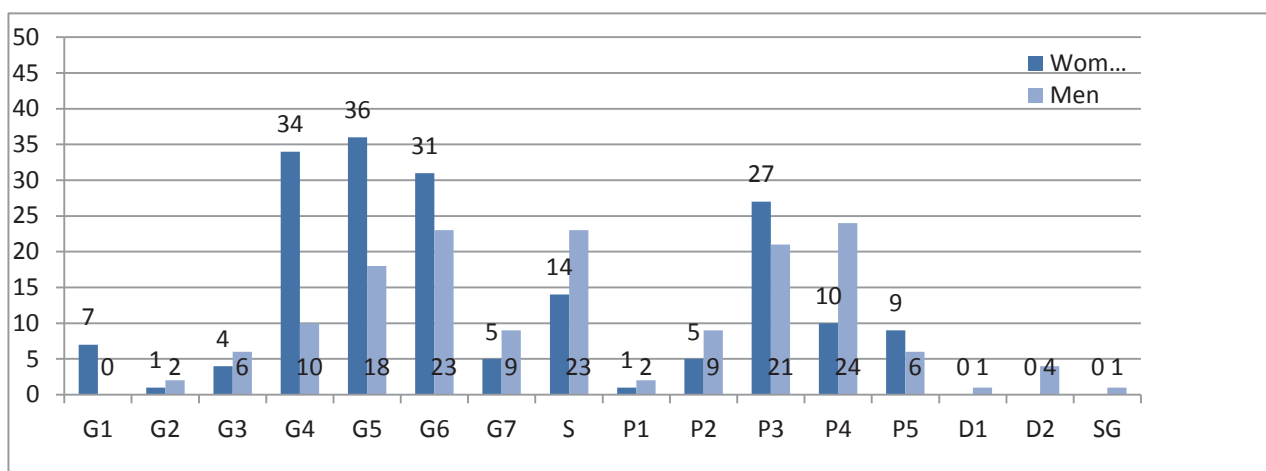
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	S	In %	P+	In %	Total	In %
Women	7	1	4	34	36	31	5	14	1	5	27	10	9	0	0	0	118	63%	14	38.0%	9	43%	184	54%
Men	0	2	6	10	18	23	9	23	2	9	21	24	6	1	4	1	68	37%	23	62.0%	12	57%	159	46%
TOTAL	7	3	10	44	54	54	14	37	3	14	48	34	15	1	4	1	186	100%	37	100%	21	100%	343	100%

TABLE AND GRAPH 6
Post Distribution in the Office for Democratic Institutions and Human Rights
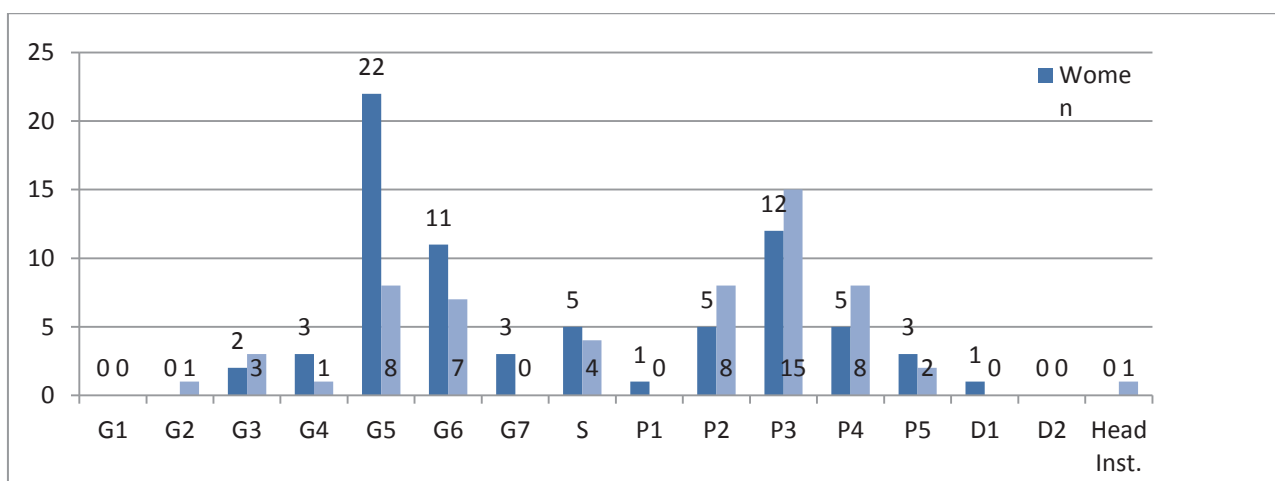
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	2	3	22	11	3	5	1	5	12	5	3	1	0	0	41	67%	5	56%	4	57%	73	56%
Men	0	1	3	1	8	7	0	4	0	8	15	8	2	0	0	1	20	33%	4	44%	3	43%	58	44%
TOTAL	0	1	5	4	30	18	3	9	1	13	27	13	5	1	0	1	61	100%	9	100%	7	100%	131	100%

P+ includes, P1, P2, P3, P4, P5, D1, D2, SG, HoI

* Secretariat staff includes High Level Planning Group.

Note: Data as at 29 December 2015

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TABLE AND GRAPH 7
Post Distribution in the Office of the High Commissioner on National Minorities
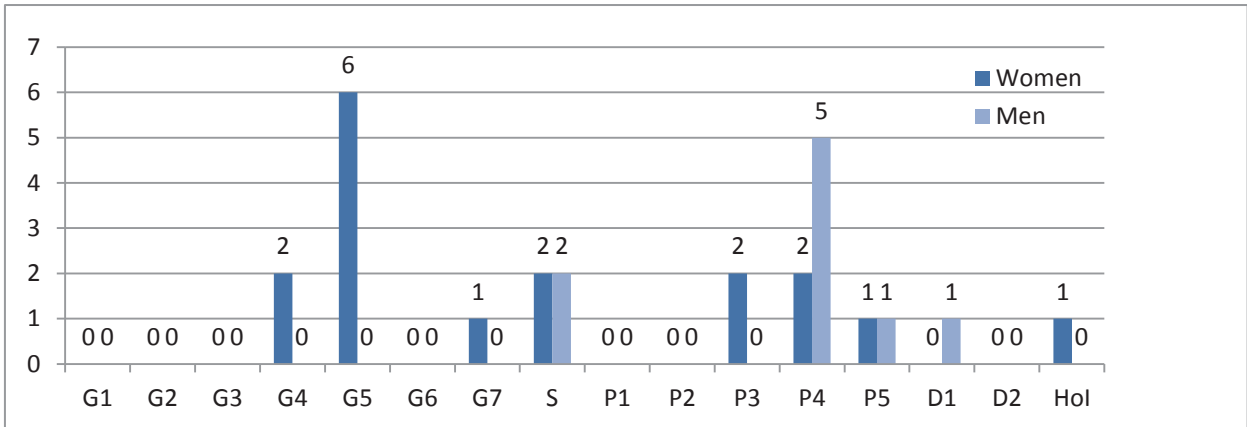
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	6	0	1	2	0	0	2	2	1	0	0	1	9	100%	2	50%	6	50%	17	65%
Men	0	0	0	0	0	0	0	2	0	0	0	5	1	1	0	0	0	0%	2	50%	7	54%	9	35%
TOTAL	0	0	0	2	6	0	1	4	0	0	2	7	2	1	0	1	9	100%	4	100%	13	100%	26	100%

TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media
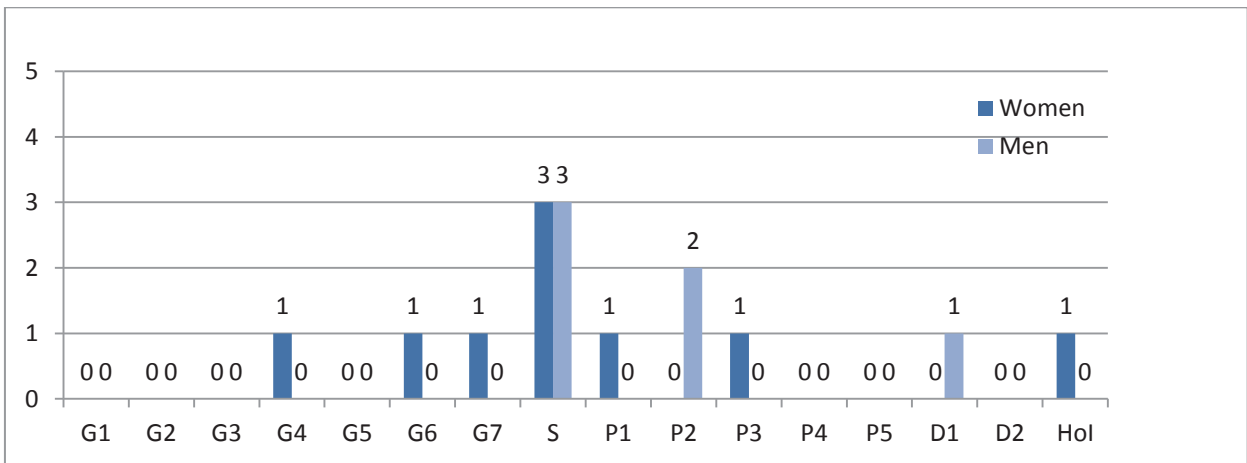
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	1	0	1	1	3	1	0	1	0	0	0	0	1	3	100%	3	50%	3	50%	9	60%
Men	0	0	0	0	0	0	0	3	0	2	0	0	0	1	0	0	0	0%	3	50%	3	50%	6	40%
TOTAL	0	0	0	1	0	1	1	6	1	2	1	0	0	1	0	1	3	100%	6	100%	6	100%	15	100%

P+ includes, P1, P2, P3, P4, P5, D1, D2, SG, HoI
Note: Data as at 29 December 2015

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

#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	57	28	6	5	96
Men	79	35	7	5	126
TOTAL	136	63	13	10	222
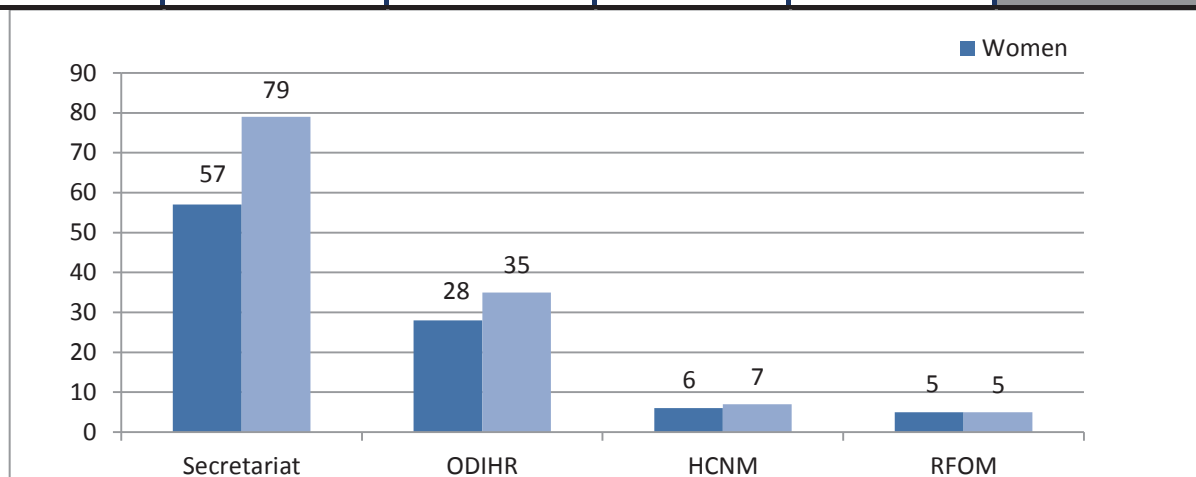
*S, P1, P2, P3, P4.

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

#	Secretariat	ODIHR	HCNM	RFoM	Total
Women	9	4	2	1	16
Men	13	3	2	1	19
TOTAL	22	7	4	2	35
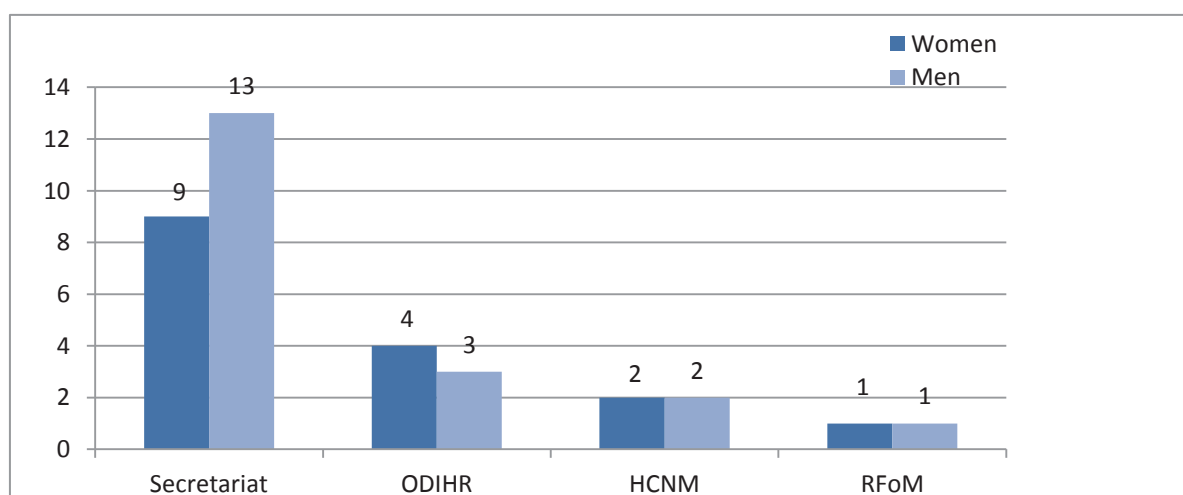
*P5, D1, D2, SG and Head of Institution.
Note: Data as at 29 December 2015

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

Field operations, Secretariat and Institutions*	Heads of field operations/ Institutions		Deputy Heads of field operations		Other Higher Manage-ment***		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1	0	1	0	1	5	3	5
OSCE Centre in Ashgabat	1	0	0	0	1	0	2	0
OSCE Centre in Astana	0	1	1	0	0	0	1	1
OSCE Centre in Bishkek	1	0	1	0	6	2	8	2
OSCE Mission to Bosnia and Herzegovina*	1	0	1	0	8	2	10	2
OSCE Mission in Kosovo	1	0	0	1	21	7	22	8
OSCE Mission to Moldova	1	0	1	0	1	2	3	2
OSCE Mission to Montenegro	0	1	1	0	0	0	1	1
OSCE Mission to Serbia	1	0	1	0	1	3	3	3
OSCE Mission to Skopje	0	1	0	1	6	3	6	5
OSCE Office in Tajikistan	1	0	1	0	4	1	6	1
OSCE Project Co-ordinator in Ukraine	1	0	0	0	1	0	2	0
OSCE Project Co-ordinator in Uzbekistan	1	0	0	0	0	0	1	0
OSCE Office in Yerevan	1	0	0	1	0	0	1	1
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	0	0	0	0	1	0
Secretariat and Institutions**	2	2	0	0	16	14	18	16
Total	14	5	8	3	66	39	88	47
In per cent (%)	74%	26%	73%	27%	63%	37%	65%	35%
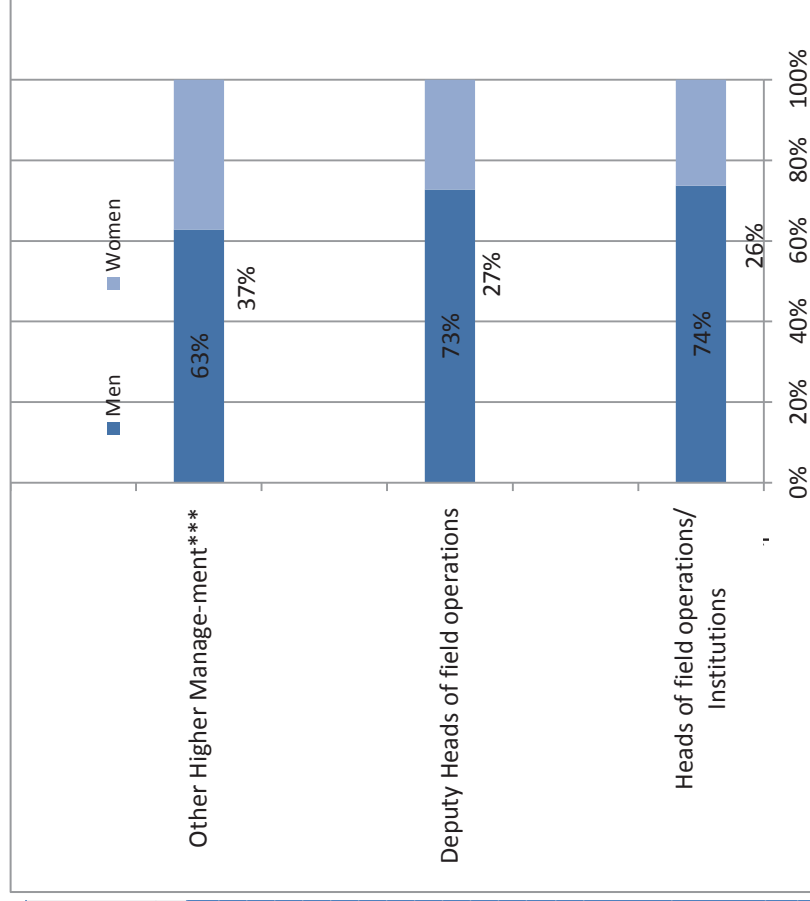
Men   **Women**

Other Higher Manage-ment***   63%   37%
Deputy Heads of field operations   73%   27%
Heads of field operations/ Institutions   74%   26%

0% 20% 40% 60% 80% 100%

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

Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Ashgabat	2	0	100%	0%
OSCE Centre in Astana	1	1	50%	50%
OSCE Centre in Bishkek	8	2	80%	20%
OSCE Mission in Kosovo	22	8	73%	27%
OSCE Mission to Bosnia and Herzegovina	10	2	83%	17%
OSCE Mission to Moldova	3	2	60%	40%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Mission to Serbia	3	3	50%	50%
OSCE Mission to Skopje	6	5	55%	45%
OSCE Office in Baku	3	1	75%	25%
OSCE Office in Tajikistan	6	1	86%	14%
OSCE Office in Yerevan	1	1	50%	50%
OSCE Presence in Albania	3	5	38%	63%
OSCE Project Co-ordinator in Ukraine	2	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Secretariat and Institutions	20	18	53%	47%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
Total	**93**	**50**	**65%**	**35%**
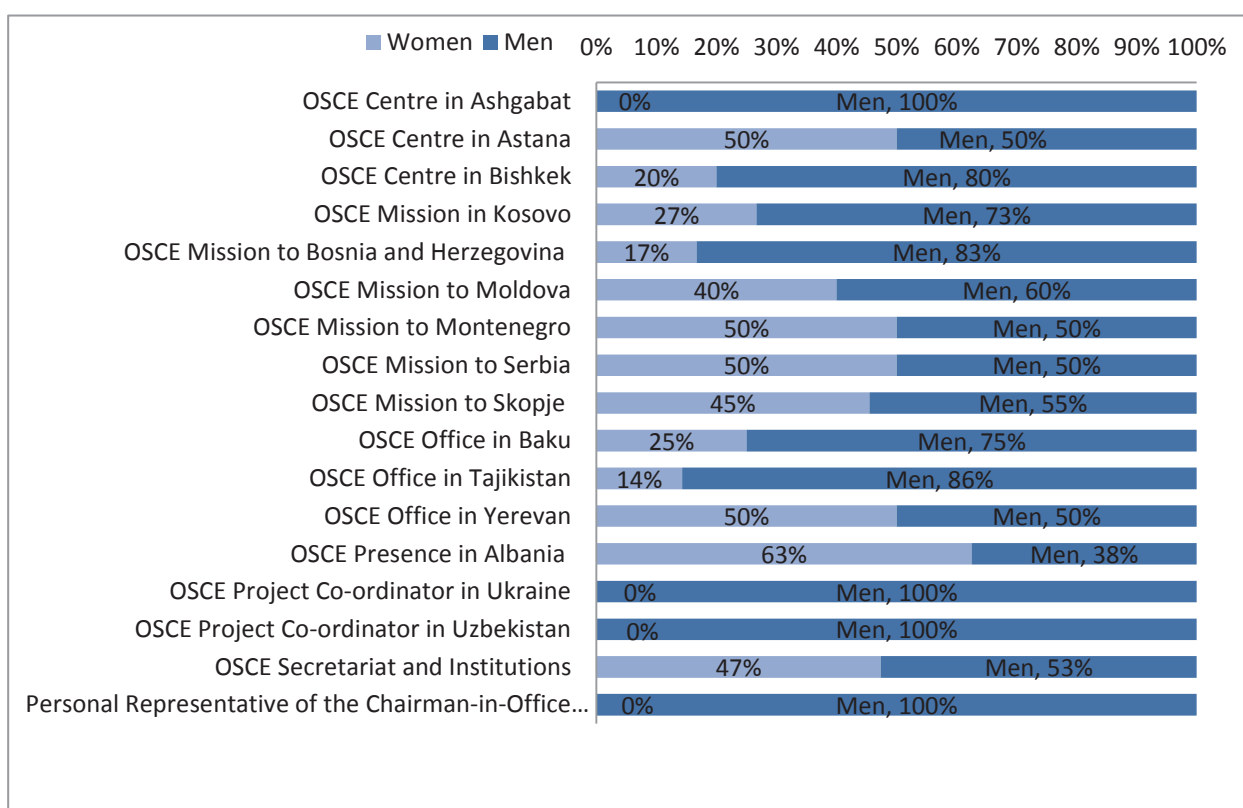
*S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.
Institutions include ODIHR, FoM, HCNM. Secretariat Includes HLPG.
Note: Data as at 29 December 2015

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

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania	0	0	1	1	5	2	1	5	0	0	7	8
OSCE Centre in Ashgabat	0	0	0	0	3	0	1	0	0	0	4	0
OSCE Centre in Astana	0	0	0	0	2	1	0	0	0	0	2	1
OSCE Centre in Bishkek	0	0	0	0	5	4	5	2	1	0	11	6
OSCE Mission to Bosnia and Herzegovina	0	0	2	6	7	3	7	2	0	0	16	11
OSCE Mission in Kosovo	0	0	18	19	20	17	15	3	3	3	58	42
OSCE Mission to Moldova	0	0	0	0	7	1	5	2	1	0	13	3
OSCE Mission to Montenegro	0	0	0	0	3	3	0	0	0	0	3	3
OSCE Mission to Serbia	0	0	1	1	7	4	1	3	0	0	9	8
OSCE Mission to Skopje	0	0	7	5	8	3	5	2	1	1	21	11
OSCE Office in Tajikistan	0	0	1	0	10	5	4	1	0	0	15	6
OSCE Project Co-ordinator in Ukraine	0	0	0	0	0	0	1	0	0	0	1	0
OSCE Project Co-ordinator in Uzbekistan	0	0	0	0	0	2	0	0	0	0	0	2
OSCE Office in Yerevan	0	0	0	0	1	1	0	0	0	0	1	1
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference	0	0	0	0	4	0	0	0	0	0	4	0
Secretariat (incl. Prague Office, HLPG)	28	14	0	0	0	0	0	0	0	0	28	14
Institutions (FoM, HCNM, ODIHR)	9	10	0	0	0	0	0	0	0	0	9	10
Total	**37**	**24**	**30**	**32**	**82**	**46**	**45**	**20**	**8**	**4**	**202**	**126**
Per cent	**61%**	**39%**	**48%**	**52%**	**64%**	**36%**	**69%**	**31%**	**67%**	**33%**	**62%**	**38%**

Post Distribution of Seconded Staff in the OSCE Secretariat, Institutions and Field Operations

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

Note: Data as at 29 December 2015

Table 14
Nominations* by Participating States for Seconded Posts in the OSCE Secretariat, Institutions and Field Operations according to staff categories

Row Labels	Female						Female Total	Male						Grand Total
	DHoM	S	S1	S2	S3	S4		DHoM	S	S1	S2	S3	S4	
Albania		3	0	5			8		1	2	8	3		22
Armenia		1		2	1		4			1		1		6
Austria		13	1	5	4		24	1	9	3	7	4		47
Azerbaijan				3	2		5			1				6
Belarus			1	1			2							2
Bosnia and Herzegovina			12	9	4	1	26		4	16	30	6	1	73
Bulgaria			2	10	6		18			5	14	5	4	46
Canada		5	17	18	4		42	8	5	29	46	20	10	164
Croatia			2	8	1		11							11
Cyprus									2					2
Czech Republic			1	3	1		5			3	5	4		17
Denmark		1					1				2			3
Finland		12		1			13	1	9			2		25
France		1					1							1
Georgia	1	1	2	11	14		29	4	1	2	14	12	3	64
Germany	1	18	2	8	6	3	38	5	10	2	11	8	6	80
Greece	1	7	11	20	4	1	44	1	5	16	37	17		120
Hungary			1	5	4		10	1		7	13	12		46
Iceland										1				1
Ireland		1	11	2			13		3	11	10	9		46
Italy		6	10	20	7		43		10	26	32	21	5	137
Japan											1			1
Kazakhstan	1	1					2	1			1			4
Korea, Republic of										5				5
Kyrgyzstan		2		3			5		2	6	3	1		17
Latvia				5	1		6							6
The Former Yugoslav Republic of Macedonia		1	15	12	4	1	33		1	7	25	18	2	86
Republic of Moldova		1	3	6	6		16		2	4	14	3	2	41
Montenegro									1	3	2	1		7
Netherlands									1					1
Norway		20			2		22		4		1	2	1	30
Poland		9	8	4	2		23	1	5	10	9	6	3	57
Portugal		1	4	12	3		20		1	3	11	2	3	40
Romania					1		1			4	4	4	1	14
Russian Federation				1			1			1	7	7	1	17
San Marino										1				1
Serbia		1		2			3		1	5	7	1		17
Slovakia		7	3	1			11		4	2		2		19
Slovenia		4					4		5		2			11
Spain		1	8	12	2		23		3	5	9	6	4	50
Sweden		5			1		6	2	3		4	1	3	19
Switzerland		2					2	1	2					5
Tajikistan		1	4	6			11			2	4	2		19
Turkey		7	3	3	1	1	15		4	7	8	7	2	43
Ukraine									3			1		4
United Kingdom		5	9	22	8		44	5	1	14	36	16	8	124
United States	1			12	9		22	1			19	10	3	55
Partners for Co-operation*		1					1		3					4
Grand Total	5	138	120	229	100	7	607	32	105	203	399	212	67	1617

*Where the total number of nominees' is below 10, the sex disaggregated data in per cent, are insignificant.
*Partners for Co-operation-Expert/ Young Diplomat Programme
From 1 January 2015 to 29 December 2015.

TABLE 15
Seconded Staff in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country and Sex

Seconding Authority*	% Women	Men	Women	Total Seconded Staff
Albania	33%	2	1	3
Armenia	50%	1	1	2
Austria	44%	5	4	9
Azerbaijan	100%	0	1	1
Bosnia and Herzegovina	45%	6	5	11
Bulgaria	50%	2	2	4
Canada	40%	6	4	10
Croatia	100%	0	2	2
Czech Republic	38%	5	3	8
Finland	56%	4	5	9
France	29%	5	2	7
Georgia	33%	2	1	3
Germany	42%	22	16	38
Greece	50%	3	3	6
Hungary	30%	7	3	10
Ireland	18%	9	2	11
Italy	52%	20	22	42
Japan	0%	2	0	2
Kazakhstan	50%	1	1	2
Kyrgyzstan	50%	1	1	2
Latvia	100%	0	1	1
Lithuania	0%	1	0	1
Moldova	43%	4	3	7
Montenegro	50%	1	1	2
Norway	50%	2	2	4
Poland	33%	6	3	9
Portugal	0%	1	0	1
Romania	50%	1	1	2
Russian Federation	0%	12	0	12
Serbia	100%	0	1	1
Slovakia	50%	2	2	4
Slovenia	100%	0	1	1
Spain	75%	1	3	4
Sweden	27%	8	3	11
Switzerland	0%	8	0	8
The Former Yugoslav Republic of Macedonia	45%	11	9	20
The Netherlands	0%	1	0	1
Turkey	14%	6	1	7
Ukraine	33%	2	1	3
United Kingdom	37%	19	11	30
United States of America	26%	25	9	34
Grand Total	**38%**	**214**	**131**	**345**

*Including Partners for Co-operation.
Note: Data as at 29 December 2015

GRAPH 16
Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and Field Operations by Seconding Country in the period from 1 January 2015 until 29 December 2015

% Women

0% 20% 40% 60% 80% 100% 120%

Country	
Armenia	
Austria	
Azerbaijan	
Bosnia and Herzegovina	
Bulgaria	
Canada	
Croatia	
Czech Republic	
Finland	
France	
Georgia	
Germany	
Greece	
Hungary	
Ireland	
Italy	
Japan	
Kazakhstan	
Kyrgyzstan	
Latvia	
Lithuania	
Moldova	
Montenegro	
Norway	
Poland	
Portugal	
Romania	
Russian Federation	
Serbia	
Slovakia	
Slovenia	
Spain	
Sweden	
Switzerland	
The Former Yugoslav…	
The Netherlands	
Turkey	
Ukraine	
United Kingdom	
United States of America	

■ % Women

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

Field of Expertise	Men	Women	Total	Men	Women
Human Rights	16	39	55	29%	71%
Political Affairs	54	13	67	81%	19%
Democratization	20	19	39	51%	49%
Administration & Support	32	13	45	71%	29%
Civilian Police	24	2	26	92%	8%
General Staff/Monitoring	15	10	25	60%	40%
Rule of Law	15	13	28	54%	46%
Media Affairs	4	4	8	50%	50%
Economic & Environmental Affairs	7	5	12	58%	42%
Military Affairs	8	1	9	89%	11%
Education	0	0	0	0%	0%
Elections	2	1	3	67%	33%
Auditing/Internal Oversight	0	0	0	0%	0%
Medical Services	0	0	0	0%	0%
Legal Affairs	0	0	0	0%	0%
Grand total	**197**	**120**	**317**	**62%**	**38%**
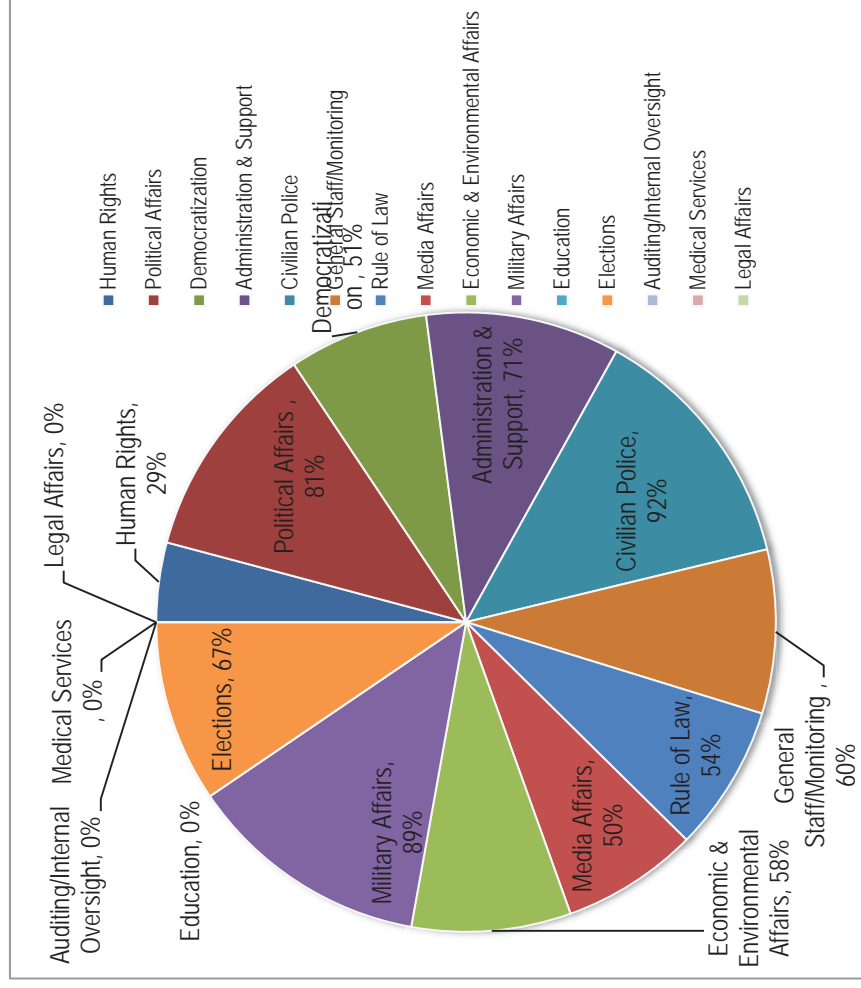
* Where the total numbers are below 10, the sex disaggregated data in per cent are insignificant.

Note: Data as at 29 December 2015

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Table 18
Post Distribution of Local Staff in the OSCE Field Operations

| Grade	Total in Per Cent M	Total in Per Cent F	Albania M	Albania F	Astana M	Astana F	Ashgabat M	Ashgabat F	Bishkek M	Bishkek F	Bosnia and Herzegovina M	Bosnia and Herzegovina F	Kosovo M	Kosovo F	Moldova M	Moldova F	Montenegro M	Montenegro F	Serbia M	Serbia F	Skopje M	Skopje F	Tajikistan M	Tajikistan F	Uzbekistan M	Uzbekistan F	Ukraine M	Ukraine F	Yerevan M	Yerevan F	Minsk Conf. M	Minsk Conf. F	Total M	Total F
NPO	42%	58%	4	11	0	4	1	1	6	7	44	76	46	33	4	5	2	5	7	22	5	10	8	4	3	2	10	12	4	8	0	0	144	200
G7	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G6	47%	53%	2	4	2	3	0	2	10	11	4	7	61	32	4	4	2	8	6	14	4	9	5	6	0	0	2	4	2	11	0	1	104	116
G5	43%	57%	8	16	2	5	3	4	13	7	27	51	48	25	0	5	4	4	12	16	10	18	11	23	3	4	2	6	1	3	0	1	144	188
G4	61%	39%	2	5	0	1	0	0	2	6	8	3	51	24	2	2	1	0	4	2	15	8	6	4	0	0	0	2	0	1	1	0	92	58
G3	87%	13%	2	0	2	0	1	0	5	1	13	4	43	5	2	1	2	0	4	1	8	2	5	0	2	0	1	0	2	0	5	0	97	14
G2*	97%	3%	5	0	2	0	6	0	19	0	31	0	33	3	6	0	2	0	14	0	10	1	42	1	5	0	2	0	7	0	0	0	184	5
G1**	0%	100%	0	0	0	1	0	1	0	6	0	6	0	0	0	3	0	1	0	4	0	2	0	12	0	2	0	2	0	2	0	3	0	45
Total	55%	45%	23	36	8	14	11	8	55	38	127	147	282	122	18	20	13	18	47	59	52	50	77	50	13	8	17	26	16	25	6	5	765	626
Total	100%		59		22		19		93		274		404		38		31		106		102		127		21		43		41		11		1391	
%	M 55%	F 45%	39%	61%	36%	64%	58%	42%	59%	41%	46%	54%	70%	30%	47%	53%	42%	58%	44%	56%	51%	49%	61%	39%	62%	38%	40%	60%	39%	61%	55%	45%	55%	45%

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

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

Note: Data as at 29 December 2015

**Gender Balance of Local Staff in OSCE Field Operations
and General Services Staff in the OSCE Secretariat and Institutions**

	Percentage		Number		Total
Field operation	**Men**	**Women**	**Men**	**Women**	
OSCE Presence in Albania	39%	61%	23	36	59
OSCE Centre in Ashgabat	58%	42%	11	8	19
OSCE Centre in Astana	36%	64%	8	14	22
OSCE Centre in Bishkek	59%	41%	55	38	93
OSCE Mission to Bosnia and Herzegovina	46%	54%	127	147	274
OSCE Mission in Kosovo	70%	30%	282	122	404
OSCE Mission to Moldova	47%	53%	18	20	38
OSCE Mission to Montenegro	42%	58%	13	18	31
OSCE Mission to Serbia	44%	56%	47	59	106
OSCE Office in Tajikistan	61%	39%	77	50	127
OSCE Mission to Skopje	51%	49%	52	50	102
OSCE Project Co-ordinator in Ukraine	40%	60%	17	26	43
OSCE Project Co-ordinator in Uzbekistan	62%	38%	13	8	21
OSCE Office in Yerevan	39%	61%	16	25	41
Pers. Rep. of the CiO on the Conflict dealt with by the Minsk Conference	55%	45%	6	5	11
Secretariat (incl. HLPG)	36%	64%	68	119	187
Institutions (RFoM, HCNM, ODIHR)	27%	73%	20	53	73
Grand Total	**52%**	**48%**	**853**	**798**	**1,651**
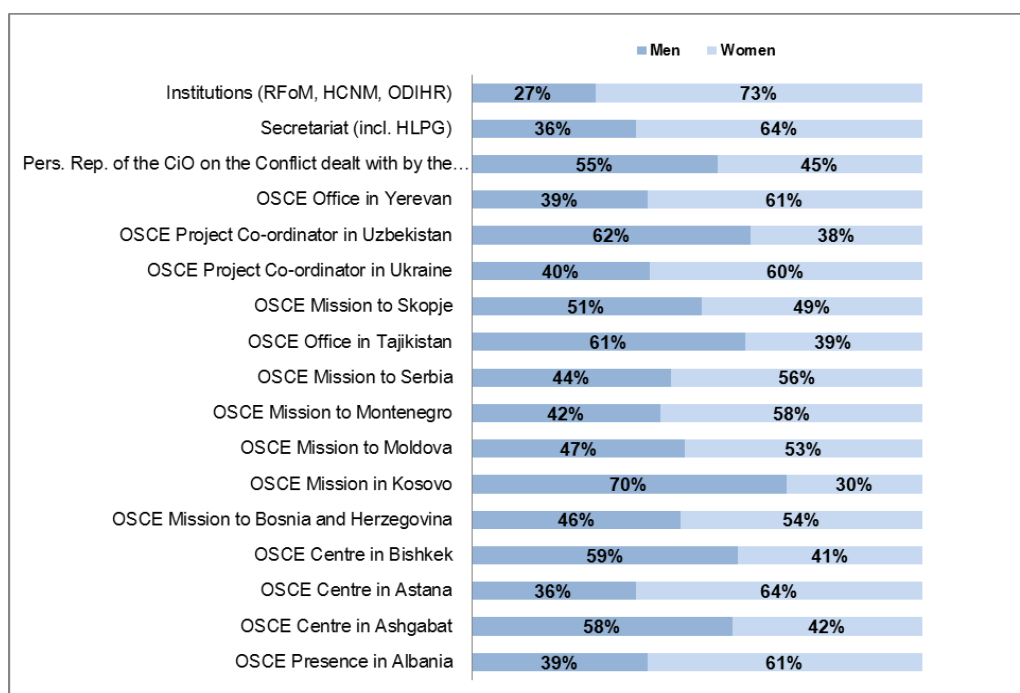
Includes, NPO+, G1-G7.
Note: Data as at 29 December 2015

TABLE 20
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 January 2015 to 29 December 2015

Grade	Number of Vacancies	Applied Men	Applied Women	Applied Total	Applied % Women	Short listed Men	Short listed Women	Short listed Total	Short listed % Women	Employed* Men	Employed* Women	Employed* Total	Employed* % Women
D2	2	110	26	136	19%	6	6	12	0%	1	0	1	0%
D1	2	180	77	257	27%	8	6	14	43%	2	0	2	0%
P5	12	826	341	1167	29%	40	32	72	44%	5	5	10	50%
Total P5 - D2	16	1116	444	1560	28%	54	44	98	45%	8	5	13	38%
P4	26	2007	846	2853	30%	83	47	130	36%	12	5	17	29%
P3	20	1971	1,378	3349	41%	36	37	73	51%	7	6	13	46%
P2	12	1191	856	2047	42%	29	26	55	47%	6	6	12	50%
P1	3	463	649	1112	58%	8	4	12	33%	2	0	2	0%
NP3	1	18	10	28	36%	0	0	0	0%	0	0	0	0%
NP2	12	269	202	471	43%	15	16	31	52%	1	1	2	50%
NP1	36	761	813	1574	52%	52	72	124	58%	2	4	6	67%
Total NP1 - P4	110	6680	4754	11434	42%	223	202	425	48%	30	22	52	42%
Total P and D	77	6748	4173	10921	38%	210	158	368	43%	35	22	57	39%
G6	36	721	718	1439	50%	27	52	79	66%	5	12	17	71%
G5	65	1586	2025	3611	56%	99	137	236	58%	14	26	40	65%
G4	18	400	560	960	58%	24	29	53	55%	4	7	11	64%
G3	11	264	239	503	48%	11	7	18	39%	6	2	8	25%
G2	8	182	2	184	1%	26	0	26	0%	4	0	4	0%
G1	2	0	5	5	100%	0	2	2	100%	0	1	1	100%
Total G1 - G7	140	3153	3549	6702	53%	187	227	414	55%	33	48	81	59%
Total NP, P and D	126	7796	5198	12994	40%	277	246	523	47%	38	27	65	42%
% of Total		60%	40%			53%	47%			58%	42%		

% of Applicants	Applied Men	Applied Women	Short listed of applied Men	Short listed of applied Women	Employed of applied Men	Employed of applied Women
	60%	40%	3.6%	4.7%	0.5%	0.5%
Total	7796	5198	277	246	38	27

Percentage	Applied Men	Applied Women	Short listed of applied Men	Short listed of applied Women	Employed of shortlisted Men	Employed of shortlisted Women
All grades	60.0%	40.0%	3.6%	4.7%	13.7%	11.0%
P and D	61.8%	38.2%	3.1%	3.8%	16.7%	13.9%
G1 - G7	47.0%	53.0%	5.9%	6.4%	17.6%	21.1%

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 January 2014 to 29 December 20014

Grade	Number of Vacancies	Applied/Nominated			Long-listed			Short-listed			Employed		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
DHoM	4	32	5	14%	12	3	20%	13	3	19%	4	1	20%
S4	11	67	7	9%	45	4	8%	16	2	11%	7	1	13%
S3	39	212	100	32%	102	52	34%	24	13	35%	10	6	38%
S2	70	399	229	36%	251	164	40%	63	50	44%	29	14	33%
S1	10	203	120	37%	116	78	40%	35	20	36%	6	3	33%
S**	99	105	138	57%	32	31	49%	13	30	70%	6	9	60%
Total	233	1018	599	37%	558	332	37%	164	118	42%	62	34	35%
% of Total		63%	37%		63%	37%		58%	42%		65%	35%	

	Applied/Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	Men	Women	Men	Women	Men	Women	Men	Women
% of Applied/Nominated	63%	37%	55%	55%	16%	20%	6%	6%
Total	1018	599	558	332	164	118	62	34

	Applied/Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage	63%	37%	55%	55%	29%	36%	38%	29%

Unified Budget posts only

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

TABLE 22
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and Field Operations
From 2005 to 29 December 2014

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4+ †) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009**	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
2010***	57%	43%	68%	32%	72%	28%	75%	25%	47%	53%
2011****	59%	41%	72%	28%	77%	23%	91%	9%	45%	55%
2012*****	55%	45%	72%	28%	70%	30%	84%	16%	50%	50%
2013******	54%	46%	72%	28%	70%	30%	83%	17%	50%	50%
1.Jan.-31.Dec.2013*******	51%	49%	66%	34%	75%	25%	77%	23%	56%	44%
2014	53.5%	46.5%	67%	33%	79%	21%	83%	17%	57%	43%
2015	63%	37%	64%	36%	68%	32%	89%	11%	43%	57%
Average of the above years	58%	42%	68%	32%	74%	26%	83%	17%	48%	52%
Secondments										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
2010	53%	47%	60%	40%	64%	36%	67%	33%	61%	39%
2011	49%	51%	61%	39%	63%	37%	78%	22%	46%	54%
2012	48%	52%	73%	27%	77%	23%	68%	32%	70%	30%
2013	52%	48%	64%	36%	66%	34%	70%	30%	66%	34%
1.Jan.-31.Dec.2013	50%	50%	66%	34%	58%	42%	68%	32%	69%	31%
2014	60%	40%	63%	37%	84%	16%	86%	14%	47%	53%
2015	67%	33%	67%	33%	72%	38%		15%		60%
Average of the above years	56%	45%	64%	36%	70%	31%	72%	21%	58%	39%

*From 1 January 2007 to 1 May 2008. Same both years.
**From 1 May 2008 to 1 May 2009.
***From 1 May 2009 to 1 May 2010.
****From 1 May 2010 to 1 May 2011.
*****From 1 May 2011 to 1 May 2012.
******From 1 May 2012 to 1 May 2013.
*******From 1 January 2013 to 31 December 2013.
2014 data covers the period from 1 December 2014 to 29 December 2014.
2015 data covers the period from 1 December 2015 to 29 December 2015.

Table 23

Composition of Recruitment Panels for International Contracted Professional and Seconded positions in Field Operations, Secretariat and Institutions

Grade	No. of panels	Total in Per Cent M	Total in Per Cent F	OSCE Secretariat M	OSCE Secretariat F	OSCE Presence in Albania M	OSCE Presence in Albania F	OSCE Centre in Ashgabat M	OSCE Centre in Ashgabat F	OSCE Mission to Bosnia and Herzegovina M	OSCE Mission to Bosnia and Herzegovina F	OSCE Mission to Serbia M	OSCE Mission to Serbia F	OSCE Mission to Skopje M	OSCE Mission to Skopje F	OSCE Office in Tajikistan M	OSCE Office in Tajikistan F	ODIHR M	ODIHR F	OSCE Mission to Kosovo M	OSCE Mission to Kosovo F	OSCE Centre in Bishkek M	OSCE Centre in Bishkek F	Total in Numbers M	Total in Numbers F
P5	9	43%	57%	13	20	0	0	0	0	0	0	0	0	0	0	0	0	6	5	0	0	0	0	19	25
P4	23	42%	58%	29	40	0	0	0	0	0	0	0	0	0	0	0	0	10	15	4	5	0	0	43	60
P3	21	46%	54%	13	24	2	3	0	0	6	3	3	3	0	0	3	2	20	17	1	3	0	0	45	52
P2	18	43%	57%	14	22	0	0	1	3	0	0	0	0	2	2	0	0	9	10	2	2	2	1	30	40
P1	13	43%	57%	7	5	1	2	0	0	0	0	10	11	0	0	0	1	2	3	0	0	0	2	10	13
S	13	40%	60%	18	23	0	0	0	0	0	0	0	0	0	0	0	0	4	10	0	0	0	0	22	33
Total	97	43%	57%	94	134	3	5	1	3	6	3	13	14	2	2	3	3	51	60	7	10	2	3	169	223
Total	97	100%		228		8		4		9		27		4		6		111		17		5		392	
%		43%	57%	41%	59%	38%	63%	25%	75%	67%	33%	48%	52%	50%	50%	50%	50%	46%	54%	41%	59%	40%	60%	43%	57%

Note:
Recruitment panels between 1 January 2014 and 29 December 2015
"S" positions are listed for the OSCE Secretariat, RFoM, and HLPG.

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TABLE 24
History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations, by sex, since establishment of the OSCE structures in the '90s until 29 December 2015

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	5	n.a	0
ODIHR	3	5	1	1
High Commissioner on National Minorities	3	3	1	1
Representative on Freedom of the Media	3	2	0	1
TOTAL	**9**	**15**	**2**	**3**

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Yerevan	4	5	2	0
Minsk Conference	n.a	2	n.a.	0
Mission to Moldova	11	12	0	1
Project Co-ordinator in Ukraine	1	6	0	1
Centre in Almaty/Astana	2	7	1	1
Centre in Ashgabat	n.a	5	n.a.	1
Centre in Bishkek	3	5	1	0
Centre in Dushanbe / Office in Tajikistan	8	9	0	0
Project Co-ordinator in Uzbekistan	n.a	6	n.a.	0
Mission in Kosovo	6	6	1	0
Mission to Bosnia and Herzegovina	7	7	1	0
Spillover Monitor / Mission to Skopje	1	6	2	1
Mission to Serbia	7	5	2	0
Mission to Montenegro	3	2	0	2
Presence in Albania	3	7	2	0
Special Monitoring Mission to Ukraine	2	1	1	0
Observer Mission at the two Russian checkpoints	0	2	n.a.	n.a
Office in Baku - CLOSED	3	8	2	0
Office in Minsk - CLOSED	3	5	1	0
Mission to Croatia / Office in Zagreb - CLOSED	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED	n.a	8	n.a.	0
Latvia – CLOSED	n.a	2	n.a.	0
Estonia – CLOSED	n.a	3	n.a.	1
TOTAL	**76**	**131**	**16**	**9**

TABLE 25

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

Heads

Field Operations, Institutions and the Secretariat	2010		2011		2012		2013***		2014		2015	
	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	17	1	16	0	13	2	11	4	14	2	12	3
Total: Secretariat / Institutions*	3	1	3	1	3	1	2	2	2	2	2	2
Total:	20	2	19	1	16	3	14	6	16	4	14	5
In per cent (%):	91%	9%	95%	5%	84%	16%	70%	30%	80%	20%	74%	26%

Deputy Head(s)

	2010		2011		2012		2013***		2014		2015	
	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	9	3	8	3	8	3	5	5	7	3	8	3
Total: Secretariat / Institutions*	0	0	0	0	0	0	0	0	0	0	0	0
Total:	9	3	8	3	8	3	5	5	7	3	8	3
In per cent (%):	75%	25%	73%	27%	73%	27%	50%	50%	70%	30%	73%	27%

Other Senior Management**

	2010		2011		2012		2013***		2014		2015	
	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	51	28	56	28	59	25	40	23	49	27	50	25
Total: Secretariat / Institutions*	22	11	20	14	21	14	18	10	19	10	16	14
Total:	73	39	76	42	80	39	72	39	68	37	66	39
In per cent (%):	65%	35%	64%	36%	67%	33%	65%	35%	65%	35%	62%	38%

Total

	2010		2011		2012		2013***		2014	
	M	F	M	F	M	F	M	F	M	F
Total: Field operations	77	32	80	31	80	30	56	32	72	30
Total: Secretariat / Institutions*	25	12	23	15	24	15	20	12	18	16
Total:	102	44	103	46	104	45	91	50	90	46
In per cent (%):	70%	30%	69%	31%	70%	30%	65%	35%	66%	34%
	Total 146		Total 149		Total 149		Total 141		Total 136	

* Secretariat / Institutions: HLPG, ODIHR, HCNM, OSCE Representative on Freedom of the Media.
**Other Senior Management: S3+, P5+.
*** 2013 includes period from 1 January 2015 until 31 December 2015
Note: Data from 1 January 2015 to 29 December 2015

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ODIHR CONTRIBUTION TO THE 2015 ANNUAL EVALUATION

REPORT ON GENDER ISSUES IN THE OSCE

February 2016

INTRODUCTION

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

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

Section 1 of this report provides an overview of gender-mainstreaming activities in the fields of recruitment, management, public relations and training. It also provides updated gender-disaggregated statistics on the recruitment process and staff composition in Annex 1.

In Section 2, the report provides a comprehensive description of the manner in which gender is integrated into all ODIHR programmes and projects, across all Departments. This Section focuses on programmes designed to eliminate gender-based discrimination in political and electoral processes and to promote the integration of a gender perspective in legal frameworks. It also focuses on the protection and promotion of women's rights and on increasing the participation of women in political and public affairs.

Lastly, Section 3 of the report highlights key activities and outputs of ODIHR's targeted programmes designed to increase women's participation in political and public life, and to integrate a gender and human rights perspective into the security sector. These goals are promoted through the implementation of the Programme on Increased Participation of Women in Politics, and the Human Rights, Gender and Security Programme.

The report covers the period of 1 January to 31 December 2015.

SECTION 1

PROMOTING GENDER EQUALITY WITHIN THE ORGANIZATION: GENDER PARITY, TRAINING, AND PUBLIC RELATIONS

This section outlines how the gender equality perspective has been mainstreamed in recruitment, management, training and public relations.

1.1. Gender parity

From 1 January to 31 December 2015, ODIHR continued to seek gender balance when identifying experts for projects, selecting speakers and moderators for human dimension events, and recruiting new ODIHR staff members. ODIHR enhanced its efforts to include gender considerations when developing and commenting on national policy documents and training manuals, as well as when developing ODIHR publications, programmes and projects. ODIHR personnel statistics remained at similar gender-balanced level compared to the previous reporting period. Inequality at the level of general services staff, whose tenure with the organization is statistically much longer than professional staff partially due to a non-career OSCE policy, remains an issue, since women are dominantly represented in this area. In 2015 men held 34 and women 31 professional contracted positions, excluding positions at Director's level (52 per cent and 48 per cent respectively). It should be noted that among professional contracted staff at P3 level and above (excluding Director's level), 54 per cent of the positions are occupied by men, compared to 46 per cent occupied by women.

In 2015 women and men held equal number of second post-table positions. When it comes to P5 positions, women held 60 per cent compared to 40 per cent for men. In case of P1 and P2 UB-posts, men held 57 per cent and women held 43 per cent.

In terms of gender distribution across departments, men and women are almost equally represented in the Common Services and Direction and Policy, while in the programmatic departments, except the Elections (Contact Point for Roma and Sinti Issues, Democratization, Human Rights, and Tolerance and Non-Discrimination), women represent the majority of staff members. A summary of staffing statistics with gender breakdown for the reporting period can be found in the table at the end of this report.

There was almost no change to active women participation in training activities offered by the organization: female staff members constituted 62 per cent of training participants during this reporting period while men constituted 38 per cent. Women were more active participants in courses offered by OSCE/ODIHR, especially in IRMA, General Orientation and External training programmes.

With regard to statistics on consultancy, women were contracted 49.6 per cent of the time (as compared to 48 per cent in the previous reporting period), whether within the framework of the recruitment of experts for election observation missions or when contracting experts for other ODIHR activities. Despite a relative parity in awarding the Special Service Contracts to men and women, in overall, men earned more than women while their input in terms of working time (total number of working days) was shorter (47 per cent). An average daily fee was higher for men (232.4 EUR) compared to women (207.6 EUR). A breakdown of consultancy statistics can be found in the tables at the end of this report.

In 2015 ODIHR received more applications from men compared to women. Out of 2155 received applications, men constituted 58 per cent of applicants while women made 42 per cent. However, slightly higher number of women was shortlisted in professional category of

staff (52 per cent of women compared to 48 per cent of men or 51 women compared to 47 men). Furthermore, more women have been appointed in professional category of staff for 13 posts. Women made 69 per cent and men 31 per cent of posts or 9 compared to 4. Slightly higher number of women was also shortlisted for general services posts so women made 54 per cent of shortlisted candidates and men made 46 per cent or 7 compared to 6. However, this resulted in 33 per cent of women and 67 per cent of men (one woman and two men) being appointed to three general services posts in 2015. In terms of recruiting boards, women constituted 55 per cent of panels' members (76 women) compared to 45 per cent of women (61 male members). A breakdown of recruitment statistics for the reporting period can be found in the tables at the end of this report.

When recruiting experts for various election related missions and teams, ODIHR strives to ensure gender balance and makes specific efforts to recruit women as experts in management positions. In 2015 the ODIHR Director appointed 5 women as Heads of Mission of a total of 18 missions, while 6 women were appointed as Deputy Heads. Overall, the core team of experts of 18 missions included 70 women out of a total of 176 experts (40 per cent).

OSCE participating States have been systematically and consistently encouraged to second women as long- and short-term observers (LTOs/STOs). During the reporting period, out of 250 LTOs seconded by the OSCE participating States, 108 were women. Out of 1,547 STOs seconded by the OSCE participating States, 657 were women. Overall, women represented some 43 per cent of all observers seconded by participating States.

ODIHR manages two funds to recruit additional observers to ensure diversity and adequate coverage. In 2015, out of 15 STOs funded through the OSCE/ODIHR Diversification Fund, 7 were women, while 6 of 14 funded LTOs were women. Out of 147 STOs funded through the OSCE/ODIHR Sustainability Fund, 68 were women.

Training for STOs and LTOs conducted by ODIHR highlighted the importance of observing women's participation in elections. For training sessions held in 2015, out of a total of 56 participants, 29 were women.

1.2. Public Relations

ODIHR emphasizes gender mainstreaming throughout its communication with the public, including on its website, in interaction with the press and through its publications programme. Gender equality page contains the highlights of ODIHR's work in the area of gender equality, including events, feature stories as well as key publications in this area. Furthermore, Human rights, gender and security page of ODIHR website explains how a security sector that is gender-balanced and diverse can better meet the needs of the community it serves. It also provides links to the core OSCE commitments and international instruments in this area, while highlighting ODIHR activities. The website also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant information available on applicable sections of the website.

ODIHR strives to ensure that women and men are equally represented visually in all its material, be it in print or other media, such as photographs and video. The Office's press releases and publications follow OSCE standards, including by ensuring gender-sensitive language and representing women as specialists or officials as often as possible.

In 2015, ODIHR published three press releases and news items focusing on the Office's activities to promote gender equality. Nine others included discussion on a broad range of steps ODIHR has taken, in co-operation with participating States, to make further progress on gender equality and women's political participation.

ODIHR also produced a Russian-language translation of the Handbook on Promoting Women's Participation in Political Parties, published in 2014, to ensure a broader reach for this resource, which encourages political party leaders, men and women alike, to support the integration of gender aspects into internal political party decision-making processes.

1.3. Human Dimension Induction Courses (HDIC)

Human Dimension Induction Course, organized by ODIHR in Warsaw three times a year and introduced in 2004 is a course for staff members from OSCE field operations and institutions working on the human dimension. It covers a wide range of human dimension activities and consists of a series of presentations and interactive workshops run by ODIHR experts. One of the topics covered during the course is gender equality. The session looks at:

- Definition of main concepts related to gender equality;
- International standards and the OSCE commitments on gender equality, women's participation in politics, and women and the security sector;
- Challenges, priorities and activities in the aforementioned areas.

During the session, ODIHR presents case studies on women's political participation as well as gender and security programming.

Gender balance is one of the criteria used by ODIHR when selecting participants for the HDIC. Three induction courses were conducted in March, June and November 2015. Out of 64 participants, 31 (49 per cent) were women and 33 (51 per cent) were men.

SECTION 2

SUPPORTING PARTICIPATING STATES IN IMPLEMENTING RELEVANT COMMITMENTS AND PROMOTING GENDER EQUALITY

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

2.1. Human Dimension Meetings

The OSCE human dimension meetings provide many opportunities for exploring and advancing gender mainstreaming efforts. As forums for review through dialogue in raising and addressing human rights-related issues of common concern they pursue four objectives:

- Review the implementation of OSCE human dimension commitments in different areas;
- Exchange ideas and experiences between participating States and stakeholders;
- Identify new issues for political action;
- Outreach to a larger public.

During the reporting period, five OSCE human dimension meetings took place, including the Human Dimension Implementation Meeting (HDIM), the Human Dimension Seminar (HDS), and three Supplementary Human Dimension Meetings (SHDMs).

ODIHR strives to maintain gender balance when selecting speakers for human dimension events. In total, 117 speakers (keynote speakers, moderators and introducers) took part in meetings in 2015. Out of them, 67 (58 per cent) were women and 50 (42 per cent) were men.

Human Dimension Implementation Meeting (HDIM)

HDIM is Europe's largest annual human rights and democracy conference, organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures. HDIM 2015 took place in Warsaw from 21 September to 2 October 2015.

Gender issues were discussed during the thematic session No. 5, held on 23rd September 2015, which covered the topic of Tolerance and non-discrimination. The session included the address by the OSCE Special Representative of the OSCE Chairperson-in-Office and by the OSCE Senior Adviser on Gender Issues who discussed the two main topics: equal opportunity for women and men in all spheres of life, including through implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and the prevention of violence against women and children. (Full report is available at: http://www.osce.org/odihr/hdim_2015)

In addition, a number of side events during the HDIM were devoted to gender issues. For example, ODIHR organized two side events to discuss women's political participation. While one focused on the key findings from the (at that time upcoming) OSCE Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region, the other focused on public participation of Roma and Sinti, with a focus on Roma and Sinti women. ODIHR also hosted a meeting for women's NGOs and gender equality advocates with the Special Representative of the OSCE Chairperson-in-Office on Gender Issues to discuss the challenges in the area of women's empowerment and gender equality in the OSCE region.

During HDIM several other side events promoting gender equality were organized such as a Women, Peace and Security side event by several Permanent Missions to the OSCE; Promotion of active participation of men and women in economic, social and cultural life side event by the Permanent Mission of the Russian Federation to the OSCE; Role of Independent Human Rights Institutions in Combating Violence against Women and Gender-Based Discrimination in Serbia side event by several human rights institutions from Serbia; Enforced Disappearances in the OSCE Region and its impact on women and beyond the disappeared side event organized by the Permanent Delegation of Norway to the OSCE.

Human Dimension Seminar

Organized by ODIHR under the guidance of the Chair-in-Office, the HDS addresses specific topics of particular relevance to the Human Dimension and of current political concern. In 2015, an HDS on the role of national human rights institutions (NHRI) in promoting and protecting human rights in the OSCE area was organized between 1 and 3 June.

The seminar addressed gender issues in the following sessions:

- The working session 2 on 'Good practices in the work of NHRIs in promotion and protection of human rights' explored how the NHRIs can contribute to the protection and promotion of human rights of women, men and children through a broad range of activities, in line with their respective mandates.
- The working session 3 on 'Cooperation between NHRIs and other actors' focused on the role that NHRIs can also play in the protection of human rights defenders, including women defenders who may face gender specific risks.

Supplementary Human Dimension Meetings (SHDMs)

SHDMs are informal meetings organized by the Chair-in-Office to discuss key concerns raised at the previous Human Dimension Implementation Meeting or Review Conference. The SHDMs addressed gender issues through its various sessions.

Specifically, at the "Freedoms of Assembly and Association, with Emphasis on Freedom of Association" SHDM on 16-17 April participants had a chance to discuss and present good practices on how states can facilitate organization and participation in peaceful assemblies or

forming associations and how to include a gender perspective into states' efforts to create a safe and enabling environment. (Full report: http://www.osce.org/odihr/144086)

The "Freedom of Religion or Belief, Fostering Mutual Respect and Understanding" SHDM on 2-3 July drew particular attention to the worrying trend in many parts of the OSCE region of the noticeable lack of the equal participation of women and absence of youth in interreligious dialogue activities and called for enhancing the equal substantive and substantial participation of women and inclusion of youth to be a priority for the organizers of such dialogues in participating States. (Full report: https://www.osce.org/odihr/shdm_2_2015)

During the SHDM on the protection of national minorities on 30-31 October a side event 'Men, women, minorities, and majorities – the gender aspects of integration' was organized by the OSCE High Commissioner on National Minorities. (Full report: https://www.osce.org/odihr/shdm_3_2015)

Human Dimension Committee (HDC)

In May 2015, ODIHR contributed to the meeting of the OSCE Human Dimension Committee (HDC) to present on the topic of inclusive political pluralism covering various aspects of ODIHR's work, including work on political party regulations and political participation of women and youth.

In July 2015, ODIHR First Deputy Director contributed to the meeting of the Human Dimension Committee on gender issues. On this occasion, ODIHR First Deputy Director presented the highlights of ODIHR's activities in the area of gender equality, such as political participation of women, including Roma and Sinti women, increasing effectiveness and responsiveness of the security sector to the implementation of human rights and gender equality standards, and ODIHR's engagement in Ukraine with the gender equality advocates.

2.2. Elections, Election Observation and Effective Representation

In the reporting period, ODIHR Elections Department (ELD) continued to address gender equality in its activities by engaging in gender-specific analysis of electoral processes and women's participation in political life, specifically through its election observation activities, namely Election Observation Missions (EOMs), Limited Election Observation Missions (LEOMs), Election Assessment Missions (EAMs) and Election Expert Teams (EETs). The ELD also advances the political participation of women through its activities to support participating States in the follow-up of its electoral assessments and recommendations, which includes reviews of electoral legislation, technical advice to electoral officials, and the provision of good practices through seminars, roundtables and other events. Efforts to ensure gender balance in the recruitment of experts for its election observation activities were made.

ODIHR Election Observation Activities

In all its election observation activities, ODIHR conducts gender-specific analysis of electoral processes and undertakes a systematic examination of: women's participation as election administrators, voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, political parties and civil society organizations; and how women and men are affected by the respective legal framework and media structures.

Analysis of women's electoral participation, based on OSCE commitments, international obligations and other standards for democratic elections, is part of the duties and responsibilities of all experts, who consider the ways in which legal, political, media and social structures affect women as well as men in elections. Where there is identified added value, the core team of experts of an election observation activity may include a dedicated Gender Analyst (one deployment in an EAM in 2015). In all other cases, a member of the core team, usually the Political Analyst, served as the gender focal point, and was specifically tasked to co-ordinate the gender-related analysis of the mission. Heads of Mission have ultimate responsibility in ensuring gender is mainstreamed throughout the activities.

Reporting on Election Observation Activities

ODIHR seeks to ensure "gender-balanced reporting" (GAP 2004, paragraph 40) in all its electoral activities. Transparent reporting of election observation activities is ensured by the publication of a series of reports,[1] which systematically draws attention to the role, participation, and representation of women in electoral processes and political life. Where appropriate, election observation final reports also include recommendations to facilitate and enhance women's electoral participation.

In 2015, recommendations focused on legislative amendments and changes in practice: to promote women candidates, including through the use of temporary special measures; to ensure the fair representation of women candidates during the campaign, including combatting negative stereotyping in the media; to improve the representation of women in election management bodies, including in senior decision-making positions; to safeguard against specific electoral violations that impact women disproportionately, such as family or proxy voting; and to publish sex-disaggregated electoral data. They assist ODIHR in effective electoral follow-up in the sphere of women's political participation.

Election Observation Methodology

The terms of reference for all core team members require that they pay attention to the gender dimensions noted above, including observation of women's participation in electoral

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[1] Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions, as well as Final Reports.

processes. The *ODIHR Handbook for Monitoring Women's Participation in Elections* provides support to core team members in undertaking this task.

Election observers are provided with briefing materials and specific instructions that enable them to fulfill their responsibility of systematic reporting on gender issues. The *ODIHR Handbook for Long-term Observers* devotes specific attention to gender monitoring, as do several other ODIHR election-related handbooks.[2] Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. In 2015, the *ODIHR Handbook for the Observation of Campaign Finance* was published, which includes a dedicated chapter on women's participation. The handbook provides guidance for ODIHR election observers, as well as citizen observers and national authorities. Collectively, these materials provide guidance to observers in their gender-related analysis of electoral processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practice.

Review of Electoral Legislation

Upon request, ODIHR regularly reviews the electoral legislation of participating States, which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, paragraph 44b). These legal reviews assess, for example, the existence of provisions for the respect of women's human rights, provisions for equal opportunities for women and men to participate in elections and in the formation of government, as well as the inclusion of temporary special measures (for instance, quota systems) to increase the participation of women as voters, candidates and elected representatives, and as members of the election administration.[3] In 2015, reviews were undertaken in Ukraine and Kyrgyzstan.

Technical Advice

ODIHR routinely discusses its assessments and recommendations on women's electoral participation during follow-up visits to specific countries. In 2015 visits covered Albania, Belarus, Bosnia and Herzegovina, Bulgaria, Czech Republic, Iceland, the former Yugoslav Republic of Macedonia, Moldova, Romania, Turkmenistan, Ukraine and Uzbekistan.

In addition, ODIHR provides technical advice on women's electoral participation at seminars and roundtables. In 2015 ODIHR presented on gender-related international standards, its methodology for observing women's participation, and its recommendations to improve women's political participation at events co-organized by the Georgian Central Election Commission and the Council of Europe's Venice Commission in Tbilisi and at the 10th Annual Implementation Meeting of Endorsing Organizations of the Declaration of Principles for International Election Observation at the UN Headquarters in New York.

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[2] All election-related publications are available at: http://www.osce.org/odihr/elections/75352.
[3] OSCE/ODIHR election-related legal reviews are available at http://www.osce.org/odihr/elections/195256.

2.3. Democratisation

2.3.1. Rule of Law

During the reporting period, ODIHR continued to mainstream gender aspects into its rule of law activities in the area of administrative and criminal justice and trial monitoring.

Access to justice is a key element of the rule of law, to be enjoyed by all individuals equally. Yet, obstacles of different nature still prevent equal access to justice of men and women. These obstacles can be objective, i.e. individuals have unequal resources and opportunities to receive effective defence, or subjective, when for instance participants to the procedure are treated or perceived to be treated differently due to their gender.

In 2015, ODIHR conducted field assessment visits to Bosnia and Herzegovina, Croatia and Montenegro as part of research on the criminal procedure reforms in South-Eastern Europe to examine the possible impact of the introduction of elements from the adversarial/common law model of criminal procedure on the right to a fair trial and on victims' rights. These reforms might have an impact on gender equality and affect the right to access justice. Justice actors have to acquire new skills and competencies which might be assessed by their peers in a certain manner on the basis of their sex.

The information collection methodology, developed with gender lens, is based on desk research, interviews with stakeholders, and data collection. The interview questionnaire includes questions on differences in access to justice for women, men and minorities, gender-neutral language and questions on justice actors' perceptions and biases towards men, women and minority participants in the different stages of the criminal procedure. The statistics request template to state authorities on justice-related data includes sex- and minority-disaggregation. ODIHR attempted to strike a gender balance in the composition of stakeholders interviewed. However, police representatives nominated by government were mostly men while representation of other professions (judges, prosecutors, NGOs, lawyers) was more gender balanced.

ODIHR expects that the research findings and recommendations will shed light on the differences in needs, constraints, opportunities and resources for men and women participants to the criminal procedure, as a justice actor or as a justice user.

2.3.2. Legislative Support

Legislative Reviews

ODIHR conducts legislative reviews of all legislation within the human dimension which, as a standard practice, also include analyses of the different impact that legislation may have on women and men. ODIHR's Legislative Support Unit also continues to work on further developing tools and mechanisms to ensure that gender aspects are systematically addressed in all reviews. As a result, in 2015, gender aspects were specifically addressed in three-fourths of ODIHR's legal reviews (as opposed to two-thirds in 2014 and one-third in 2013).

More specifically, in 2015, ODIHR reviewed draft amendments to the legal framework on preventing and combating domestic violence in Moldova with the aim of harmonizing the national legislation in view of a possible future ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention). Additionally, the specific situation of victims of violence against women was also incidentally addressed in opinions pertaining to criminal proceedings and legislation on mediation in Kyrgyzstan and to police reform in Serbia.

In 2015, gender aspects were also covered in other legal opinions focusing on, among others:

- the regulation of political parties in Ukraine, which introduced public financial support schemes for political parties including both women and men in every group of three candidates on their electoral list;
- the independence of the judiciary in Ukraine, with ODIHR recommendations to ensure greater gender balance in the composition of the Ukrainian judiciary at all levels;
- the police reform in Serbia, particularly with regard to equality and non-discrimination in the performance of police duties and the composition of police forces at all levels;
- the criminal procedure in the Kyrgyz Republic, which has a dedicated section addressing victims' rights and gender and child-sensitive criminal proceedings;
- prosecution-related legislation of Moldova and Georgia, which proposed ways to ensure greater gender balance in the prosecution service, including in higher positions; and
- mediation in the Kyrgyz Republic, where ODIHR provided specific gender-related recommendations.

In addition, ODIHR regularly recommends that the criminal justice system and its actors be representative of the community as a whole, collect data disaggregated by sex, and that the legislation under review be adopted through an inclusive process. ODIHR further highlights the importance of using gender neutral language in the legislation.

Legislative Guidelines

Next to the preparation of legal reviews, ODIHR prepares legislative guidelines which outline how to legislate on specific and often complex human dimension issues in compliance with OSCE commitments and international human rights standards. In 2015, ODIHR continued its comprehensive review of the ODIHR-Venice Commission Guidelines on Freedom of Peaceful Assembly and on Political Party Regulation respectively to ensure that gender and diversity aspects are reflected in new editions to be published in 2016 and in 2017.

Legislative Assessments and Democratic Law-making

Upon request, ODIHR also provides assistance to participating States by assessing their law-making systems, with a view to rendering legislative processes more inclusive, participatory, open and transparent, and thus efficient and effective. In 2015, ODIHR included in its methodology a specific assessment of whether the existing policy, legal and institutional framework and mechanisms/tools in a given country contribute to enhanced diversity and gender mainstreaming in policy and law-making processes. This enhanced methodology was applied in a comprehensive assessment of the law-making process in Kyrgyzstan and follow-up workshops on key law-making issues organized in Armenia in 2015.

ODIHR Online Legislative Database

Furthermore, ODIHR continues to maintain and update its online legislative database www.legislationline.org, which features a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States, as well as relevant international instruments and commitments, and ODIHR reviews and reports, in both English and Russian languages. In 2015, the gender section was restructured and better aligned with OSCE commitments and latest state legislation pertaining to gender equality, women's political participation, the prevention and protection from violence against women.

2.3.3. Democratic Governance

Ensuring pluralistic political party systems

In 2015, the *Guidelines on Political Party Regulation*, jointly developed by ODIHR and the Council of Europe's Venice Commission, continued to constitute an important tool for ODIHR to assess the compliance of political party legislation with international and national gender equality standards and good practices. ODIHR engaged in a dialogue on gender equality with national stakeholders, through consultations and roundtables on different aspects of political party regulation, to ensure that women and men are able to participate equally. The issue of gender equality was discussed during the Political Party Expert Workshop held in Kyiv in July 2016. The event was attended by 50 regional experts, including representatives of the Ukrainian Parliament, academia and civil society organizations.

Strengthening parliaments

ODIHR continued to support participating States to develop and implement codes of conduct that concern ethical standards for parliamentarians, using the ODIHR *Background Study: Professional and Ethical Standards for Parliamentarians*. The Study includes a section on gender-sensitive codes of conduct, highlighting examples of incidents where members of parliament have used discriminatory, degrading, or abusive language to belittle women's role and capacities in parliaments. In efforts to further mainstream its responses to specific

challenges men and women face in this context ODIHR included a gender expert in its consultations on ethics with the Parliament of Ukraine in 2015.

Inclusive political participation

ODIHR continued working towards promoting an active participation of young women and men in political and public life through "Young policy professionals training" project. Based on previous evaluations additional efforts were made to increasingly mainstream gender into training modules. This was done for instance through case studies and by using gender sensitive language. In 2015, ODIHR organized a 3,5 day pilot training for young policy professionals coming from the Eastern Partnership Countries targeting young policy professionals working as political advisers in public administration such as ministries as well as in parliaments. The oral evaluations from the training showed that participants had improved their understanding of gender and gender mainstreaming in policy making process but left room for improvement.

2.3.4. Migration and Freedom of Movement

Starting from 2014 the curriculum of the ODIHR training on "Good practices in integration of migrants in line with OSCE commitments" has a dedicated a training module to development of gender-sensitive national migrant integration policies. Based on requests from OSCE participating States, ODIHR continued to build the capacity of national authorities and civil society actors through trainings on best practices in migrant integration. In 2015, 6 training events were organized in Latvia, Georgia, Kazakhstan, Russia and Armenia for 144 participants (48 men and 96 women).

ODIHR also continued to raise awareness and build capacity of key national stakeholders of OSCE participating States to develop human rights-based and gender-sensitive labour migration policies by organizing a tailor-made training[4] for 20 representatives (5 men and 15 women) of Armenian state authorities and civil society actors. In addition, ODIHR co-organized, together with the OSCE Gender Section, ILO and IOM, the workshop on "Gender and Labour Migration: contemporary trends in the OSCE area and Mediterranean region" in Malta for 37 participants (21 men and 16 women) from national authorities and civil society actors of OSCE participating States and MED partner countries.

ODIHR also developed a new training course "Rights of migrants", which includes issues of gender-related discrimination of migrant workers, as well as specific issues of protection of female migrant workers (e.g. in cases of pregnancy). Three such trainings were organized in Moldova and Latvia for 100 participants (22 men and 78 women).

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[4] While conducting the trainings on Gender-Sensitive Labour Migration Policies in the OSCE Region and on the rights of migrants ODIHR extensively uses the tools developed or co-developed by the OSCE, such as the Training Modules on Labour Migration Management - Trainer's Manual, the Guide on Gender-Sensitive Labour Migration Policies, the Gender and Labour Migration Trainer's Manual, and the Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination.

2.4. Roma and Sinti

In 2015, the Contact Point for Roma and Sinti Issues (CPRSI) continued placing strong emphasis on gender equality in both its internal operations and its external activities, in line with the Ministerial Council Decision 4/13 "Enhancing OSCE Efforts to Implement the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area, with a Particular Focus on Roma and Sinti Women, Youth and Children". The CPRSI continued with gradual implementation of its 2014-2017 gender mainstreaming roadmap.

Human dimension events

The participation of Roma and Sinti women continued to be in the focus of a number of human dimension events in 2015. The CPRSI held annual consultation meetings with Roma and Sinti women activists in May 2015 in Warsaw. Twelve Roma women activists from Europe and North America discussed women and gender issues and possible next steps of their engagement and actions.

The CPRSI also suggested the participation of Roma and Sinti women and youth as the topic of the session of the 2015 Human Dimension Meeting on Roma and Sinti issues, and invited the introducer Dr. Sarita Friman-Korpela, a Roma woman public official from Finland. The CPRSI also promoted Roma and Sinti women speakers in other human dimension events.

On the margins of the HDIM, the CPRSI organized a side event on "Public Participation of Roma and Sinti, with a Focus on Roma and Sinti Women", together with the delegations of Finland and Romania. The event featured 2 (out of 3) panelists who were Roma women officials and politicians. Additionally, the 2015 HDIM side event on "Roma and Sinti Youth: Activism, Participation, Security", organized by the CPRSI, featured 2 young women and 2 young men as speakers on the panel, where one of the women speakers presented new data, commissioned by the CPRSI and disaggregated by sex and ethnicity, on the situation of Roma youth in 12 OSCE participating States.

The CPRSI also ensured the participation of Roma and Sinti women activists in the 2015 Human Dimension Implementation Meeting, and 15 Roma women activists were supported by ODIHR and financial support was mobilized for three additional Roma women activists.

The CPRSI also presented its work on Roma and Sinti women's issues before the Human Dimension Committee in July 2015.

Co-operation with civil society

In follow-up to the 2014 CPRSI report "Situation Assessment on Roma in Ukraine and the Impact of the Current Crisis", the CPRSI signed an Implementing Partner Agreement with the Roma Women's Fund Chiricli to monitor the situation of Roma in Ukraine with a special focus

on the situation of women. The Chiricli report was published in English in April 2015. Furthermore, two events hosted by ODIHR's CPRSI in Kyiv in November 2015 ensured participation of diverse Roma civil society, including Roma women. Their active engagement ensured that gender specific issues relating to the topics discussed were brought to the attention of the audience and captured in the outcome documents of the events.

Additionally, in follow-up to the "Roma and Sinti Youth Conference: Activism, Participation, Security", which took place in Belgrade, Serbia in December 2014, in 2015 the CPRSI published a conference report accompanied by seven papers by CPRSI Junior Experts, who were all young Roma and Sinti activists. Out of 7 papers, 5 were written by young Roma women and one of the papers focused particularly on young women's activism in Bosnia and Herzegovina.

Co-operation on gender-related issues

The CPRSI participated in events relating to gender equality, such as speaking on Roma women's access to justice at an international conference organized by the Council of Europe, in Telavi, Georgia, in November 2015. Additionally, the CPRSI participated in the working meeting in preparation for the 5th International Review Roma Women's conference, organized by the Council of Europe, in Skopje in May 2015.

Gender equality and CPRSI public relations

The CPRSI continued giving voice and visibility to women, especially Roma and Sinti women, in its public relations too. Out of a total of thirteen news items and press releases from 2015, one news item was devoted to issues of gender equality, and three more news items and press releases include references to gender and the situation of women. The majority (9) of accompanying photographs included women, whereas eight of these featured Roma and Sinti women. Nine news items and releases used quotes from women, and in all these cases Roma and Sinti women were quoted.

2.5. Tolerance and Non-Discrimination

ODIHR's Tolerance and Non-Discrimination Department assists participating States in addressing intolerance, discrimination and hate crimes through awareness-raising and capacity building initiatives.

Training against Hate Crimes for Law Enforcement (TAHCLE) and Prosecutors and Hate Crime Training (PAHCT) are tailored to the needs and experiences of each country to improve their response to hate crimes. During all stages of implementation, starting with the

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needs assessment and desk research, ODIHR attempts to determine how hate crimes and discrimination affect men and women differently. An external expert was hired to develop and provide a gender-sensitive methodology for needs assessments conducted within the framework of PAHCT. ODIHR also works with national authorities to ensure gender balanced representation of police officers and prosecutors. Thus in 2015 these trainings covered 227 participants (including 98 women) from the former Yugoslav Republic of Macedonia, Latvia, Lithuania, Bulgaria, and Poland.

Capacity building initiatives for civil society

In order to enhance its activities with and for youth, ODIHR organized a training on hate crimes for civil society youth organizations in September. Ten female and eight male civil society representatives participated in the event and discussed, among other issues, the impact of hate crimes on men and women.

Conferences, round tables, fact finding workshops and other activities

During the Human Dimension Committee in April, ODIHR presented the goals in the area of countering intolerance against Muslims, including the promotion of access to education and work for Muslim women. An expert roundtable on "Working with Journalists and Media Professionals to address Intolerance against Muslims," highlighted stereotyping and negative representations of Muslim women in the media. Participants pointed out that measures needed to be taken to address the portrayal of women in the media, which often depicts them as submissive and lacking the ability to participate in community life.

In December, ODIHR organized a fact-finding workshop on hate-motivated incidents targeting migrants, refugees and asylum-seekers taking into careful consideration the impact of bias-motivated violence, discrimination and intolerance on men and women. The panel of experts (6 women and 6 men), including field practitioners also discussed effective responses and potential remedies.

Hate Crime Reporting and TANDIS

Throughout 2015, ODIHR continued to monitor and report on incidents of intolerance across the OSCE region, including cases in which women and men suffered from aggravated discrimination with regard to gender as well as their religious, ethnic identities or sexual orientation. These cases were documented in the *2014 Hate Crime Report.* Gender-based discrimination issues are highlighted in ODIHR Tolerance and Non-Discrimination Information System (TANDIS). The system also provides links to international instruments and documents dedicated to gender mainstreaming, including the 2004 OSCE Action Plan for the Promotion of Gender Equality and related national action plans.

2.6. Human Rights

Monitoring and reporting on human rights developments

In line with the 2004 OSCE Gender Action Plan, ODIHR adopts proactive measures to mainstream gender perspectives and analyses at all stages of its monitoring and reporting on human rights developments in the OSCE region (paras 32 and 38).

In their joint Human Rights Assessment Mission (HRAM) on Crimea in 2015, ODIHR and the OSCE High Commissioner on National Minorities aimed to assess the differential impacts of regressive human rights developments in Crimea on men, women, boys and girls. While the vast majority of human rights challenges identified were not gender-specific, the HRAM found some mild distinctions in the enjoyment of human rights according to gender – particularly for young men (facing forced conscription); LGBTI people (fearing social and legal discrimination); and recently divorced single mothers from Crimea (who often retained custody of children and moved to mainland Ukraine, so faced increased restrictions on travel to Crimea with their children). The report recommended to Ukrainian authorities, inter alia, conducting inclusive consultations with women and men to overcome procedural challenges limiting their economic, social and cultural rights, as well as their freedom of movement.

In April 2015, ODIHR started its third cycle of assembly monitoring activities and covered eleven assemblies in five OSCE participating States. One assembly had a gender-specific theme. As per ODIHR's standard assembly monitoring methodology, the observation findings were complemented by information gathered during interviews with representatives of law enforcement and regulatory authorities, NHRIs and assembly organisers. ODIHR included in the interviews also questions aimed at identifying any disparities between men and women in the enjoyment of the right to peaceful assembly. The findings and recommendations of the monitoring cycle will be published in a thematic report at the end of 2016.

Human rights education and capacity building

ODIHR continued to promote its *Guidelines on the Protection of Human Rights Defenders*. The Guidelines were developed through a series of consultations with significant input from stakeholders working on women's rights and issues. The document emphasizes the need to take into account gender considerations and the differential impact on women and men of state policies affecting the environment in which human rights defenders operate.

In November 2015, ODIHR organized a regional event in Belgrade, Serbia gathering human rights defenders from the Western Balkans. Among the topics addressed during the discussion were the specific forms and types of attacks and harassment targeting women human rights defenders. Furthermore, in 2015 ODIHR started developing an educational video which will feature stories of human rights defenders, placing them in the context of the

Guidelines in order to show, inter alia, gender specific the challenges and risks they encounter in their work.

In 2015 ODIHR, in partnership with the European Network of National Human Rights Institutions (NHRIs), organized the second NHRI Academy that brought together NHRI staff (18 women, 8 men) from a number of OSCE participating States, to build the capacity of their institutions to promote and protect human rights. Following 2014 Academy evaluation, ODIHR hired an external expert to ensure that 2015 sessions were gender mainstreamed.

After a series of expert meetings and the development of the Handbook and the Training Manual on Human Rights Compliant Policing of Assemblies, two pilot training sessions were delivered to police commanders in Kyrgyzstan and Poland in July and October 2015. Both tools stress the need to differentiate police responses during assemblies, with a special focus on women's groups. They highlight the safety needs of particular groups including women, as well as the importance of a gender balanced deployment of police during assemblies.

ODIHR workshop on "The phenomenon of foreign terrorist fighters: a human rights perspective" gathered 20 (10 men and 10 women) state officials, law enforcement officers, academics, civil society and community representatives in March 2015 in Poland to explore the human rights and gender implications of measures addressing this phenomenon. The workshop informed the publication of an ODIHR background paper on "Countering the incitement and recruitment of foreign terrorist fighters: the human dimension" on the occasion of the OSCE-wide counter-terrorism conference (30 June-1 July 2015, Vienna). Discussions highlighted that responses to the phenomenon of foreign terrorist fighters often consider women as passive actors in the anti-terrorism context and excludes them from states' engagement. Participants pointed out the need to strengthen the understanding of women's roles in this phenomenon and to mainstream gender in the planning, implementation and evaluation of all counter-measures.

In November 2015, ODIHR delivered two training sessions on complying with human rights standards while effectively countering terrorism to 38 mid-and senior-level officers (29 men and 9 women) of law enforcement institutions of Spain. Participants conducted a risk-assessment of non-human rights-compliant and non-gender-sensitive counter-terrorism practices, discussed ways to increase community support for counter-terrorism policing, including by involving both men and women within communities. They also discussed the impact of gender-based stereotypes on the effectiveness of counter-terrorism policing.

In November 2015 ODIHR also participated in an expert consultation on "Gender perspectives on torture and cruel, inhuman or degrading treatment or punishment" organized by the UN Special Rapporteur on torture and other cruel, inhuman or degrading treatment or punishment through his Anti-Torture Initiative.

In December 2015, ODIHR provided comments on the "National Strategy to prevent and counter violent extremism and radicalization that lead to terrorism (VERLT)" of Tajikistan. Such comments inter alia addressed the gender-sensitiveness of the Strategy, its gender-impact and the potential role of women in countering VERLT.

In its work to promote Freedom of Religion or Belief (FoRB), ODIHR sought to assess the differential impact of FoRB activities on men and women. At the meetings of Advisory Panel of Experts on FoRB in January and September 2015 in Warsaw, participants discussed the gender dimensions of the most pertinent FoRB challenges throughout the OSCE region, particularly including at the intersection of FoRB and employment, FoRB and migration, and wider issues related to tolerance and non-discrimination and women's rights.

Ensuring effective gender balance among participants in activities and encouraging the in-depth exploration of gender considerations in discussions on FoRB-related issues remained a challenge due to traditionally defined gender roles in many religious or belief communities and participant nomination process at the discretion of a state authority.

2.7. Programme on ODIHR Support for and Engagement in Ukraine

The *Strengthening Dialogue among Civil Society and with Key Government Stakeholders on Human Dimension Issues in Ukraine* project aims at enhancing effective mechanisms of multi-stakeholder dialogue to address key human dimension issues in Ukraine in line with OSCE commitments and international standards. In total project activities covered 623 participants (175 men, 448 women) in 2015.

During the reporting period, ODIHR designed activities aimed at strengthening co-operation on human rights, conflict and reconciliation between Ukrainian and Russian civil society organizations (CSOs). In August 2015, ODIHR issued a call for joint proposals for CSOs on addressing pressing human rights issues and promoting peace in the region. One of the selected projects focuses on gender responsive mediation and will train women mediators.

ODIHR's partnership with the Ukrainian Centre for Independent Political Research (UCIPR) in conducting focus groups on public perception of parliamentary ethics resulted in the publication of the final report *Problems of Parliamentary Ethics in Public Opinion Polling*. The report, inter alia, explored gender aspects of Parliamentary ethics.

In July, ODIHR facilitated a workshop to support future comprehensive reforms in the area of political party legislation and financing. The workshop agenda covered the topics of internal party democracy and gender equality measures, highlighting a growing number of the OSCE participating States where the national legislation regulates nomination of candidates providing for gender balance and representation of minorities. As a result, ODIHR received a request from the Parliament of Ukraine to review the draft amendments to Some Legislative Acts of Ukraine Concerning Prevention of and Fight against Political Corruption jointly with the Venice Commission of the Council of Europe. ODIHR and the Venice Commission welcomed provisions in draft amendments which reserve a certain percentage of public funding for political parties which support gender equality and women's political advancement.

The project initiated an informal network, a "Women's Lobby"[7], by uniting prominent CSOs, Members of Parliament (MPs) and gender advocates to develop a set of recommendations for advancing women's political participation in Ukraine. Within this framework, in December 2015, ODIHR, in partnership with the Equal Opportunities Caucus, a gender equality parliamentary structure of the Verkhovna Rada of Ukraine, organized a panel discussion on the role of women politicians in peace-building in Kyiv. The discussion focused on lessons learned about the participation of women in peace negotiations and post-conflict reconstruction from the Balkans and addressed the challenges faced by Ukraine.

The promotion of mechanisms to identify hate crimes and engage in dialogue with relevant state structures on addressing bias-motivated violence are an integral part of ODIHR's engagement in Ukraine. ODIHR conducted two training for civil society covering 40 participants (22 women and 18 men). ODIHR held focus groups prior to trainings, among others, to determine how men and women were affected by bias-motivated violence.

In December 2015, ODIHR organized a national capacity and confidence building event in Kyiv with 39 representatives (19 men and 20 women) from civil society and criminal justice system aimed at building partnership and communication between law enforcement and minority communities. The participants discussed, among other things, how discrimination and intolerance affect men and women differently.

To clarify the concept of hate crimes and the distinction between acts of hooliganism, human rights violations and war crimes in Ukraine, ODIHR adapted its Understanding Hate Crimes Handbook to the context of Ukraine, releasing the publication in December 2015 in Kyiv. The Handbook has taken into consideration racial, ethnic, gender and cultural differences in discussing bias indicators of hate crimes.

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[7] In Ukrainian called: Група «Жіноче лобі в Україні»

SECTION 3

PROGRAMMATIC ACTIVITIES WITH SPECIFIC FOCUS ON GENDER

ODIHR has developed and is currently implementing two programmes in areas requiring more focused gender-equality efforts:

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

3.1. Programme on Increased Participation of Women in Politics

ODIHR works to increase women's participation in political and public life by identifying discriminatory laws and policies and sharing good practices for women's engagement in democratic processes.

Increasing Women's Participation in Political Parties

By recognizing the key role political parties can play in increasing women's political participation, both as candidates and holders of elected office, ODIHR continued to engage with political parties in Armenia and Georgia on gender audit. This methodology, based on ODIHR's *Handbook on Promoting Women's Participation in Political Parties*, identifies discriminatory practices and distribution of power and resources within political parties and provides parties with tools to address gender gaps in policies and practices. As a result, seven political parties in Armenia and Georgia developed Gender Action Plans with clear measures to correct gender imbalances in party structures, practices and processes. In 2015, ODIHR also conducted follow up visits to these countries to record the initial results from the implementation of the Gender Action Plans: one party established ten local branches of women's wings, where none existed before, another one expressed its support for affirmative temporary measures discussion in the country, while the third party initiated establishment of a mentoring network for women party members. Based on strong interest from stakeholders, ODIHR further promoted the gender audit methodology in Bosnia and Herzegovina, Kyrgyzstan and Moldova, where work will continue in 2016.

ODIHR's *Handbook on Promoting Women's Participation in Political Parties* was translated into Russian, printed and distributed at a number of events that ODIHR organized or participated in. Translation into the Polish language and layout were also completed in 2015.[5]

Exchange of good practices of women's engagement in democratic processes

ODIHR continued to support avenues and provide platforms for exchange of good practices in women's political participation. In 2015 ODIHR hosted an Expert Meeting of leading politicians, academics and civil society representatives from the OSCE region to discuss key

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[5] The publication will be available in Polish in early 2016 on ODIHR webpage.

achievements and challenges in the area of women's participation on the occasion of the 20th anniversary of the Beijing Platform for Action. Findings and recommendations from the meeting laid the foundation for ODIHR's *Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region*[6]. In cooperation with the OSCE Mission to Serbia, ODIHR supported the organization of a Regional Conference of Women Members of Parliaments from South East Europe during which a Memorandum of Cooperation on jointly identified gender equality issues was signed by MPs from eleven countries. In cooperation with National Democratic Institute, ODIHR organized a Forum on Women's Leadership in Central and Eastern Europe and Eurasia. The event aimed at providing support to over 50 gender equality advocates from 13 countries in networking and identifying priority areas and actions for the inter-regional cooperation. Finally, a Study Visit, organized by ODIHR with support of the OSCE Mission to Serbia, for women MPs and representatives of the Gender Equality Council of Belarus provided them with the opportunity to learn about the experience of Serbia in establishing a parliamentary structure for women MPs,and about the work of national human rights and gender equality mechanisms and NGOs.

Gender sensitive parliaments

The request for ODIHR's assistance to the Parliament of Montenegro in developing a Gender Action Plan for the Parliament came in 2015 through the OSCE Mission to Montenegro. The Gender Action Plan is expected to address the existing gaps in gender mainstreaming and implementation of the Gender Equality Law in the Parliament. In 2015 ODIHR developed a Roadmap towards a Gender Sensitive Parliament of Montenegro which provided recommendations for action in six areas: 1) Leadership and commitment, 2) Gender-balance in political representation, 3) Gender-sensitive legislation and policy, 4) Parliamentary services and infrastructure, 5) Gender-awareness in parliamentary culture and 6) Parliament as an advocate for gender equality. The Roadmap is meant to assist the Parliament's leadership in developing the institutional Gender Action Plan.

3.2. Human Rights, Gender and Security Programme

ODIHR's Human Rights, Gender and Security activities support the participating States in strengthening and mainstreaming human rights and gender considerations in the security sector. The programme has three pillars of work:

- Increasing the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work;
- Improving respect for and protection of the rights of women and men working within the security sector;
- Increasing the diversity of the security sector by providing equal access to and opportunities for advancement to men and women of all backgrounds.
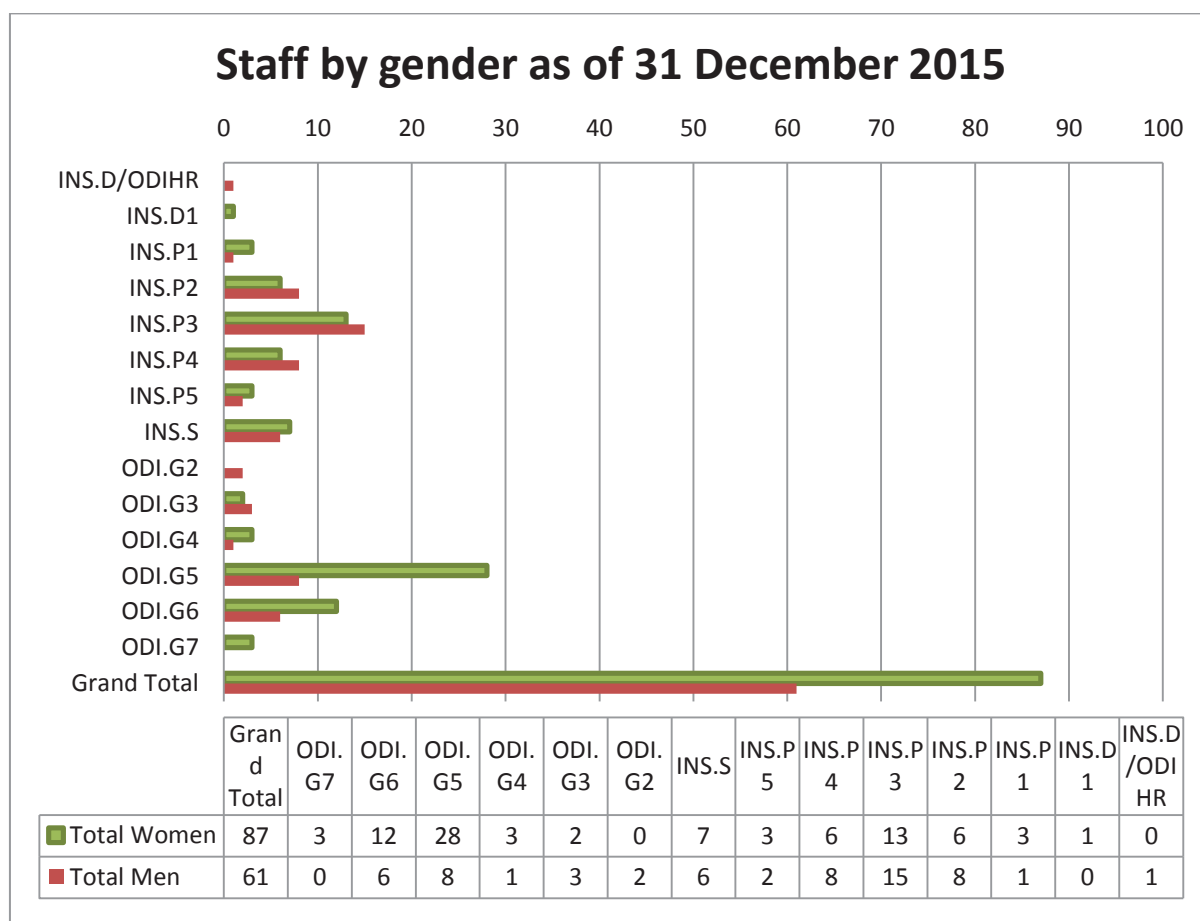
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[6] The Compendium is expected to be published in the first quarter of 2016.

Research by ODIHR and the Geneva Centre for the Democratic Control of Armed Forces resulted in the publication of the mapping study *Ombuds Institutions for the Armed Forces in OSCE Region* in 2015. The book examines challenges related to the oversight of the armed forces and the promotion of human rights and gender equality in them. It analyses the gender composition of different types of ombuds institutions for armed forces in the OSCE region, both among general staff and on managerial positions. It also stresses the importance of a gender balanced composition of human resources in such institutions. Furthermore, the study shows the gender breakdown of complainants and recommends offering gender training to the oversights bodies' staff.

ODIHR participated in two events on "Women, Peace and Security" marking the fifteenth anniversary of the "UNSCR 1325: Regional Conference and Consultations on UNSCR 1325 Implementation in the OSCE region" in April in Vilnius, Lithuania and Security Days "In Pursuit of Peace and Security - How Gender Makes a Difference" in November in Vienna, Austria. The events raised the importance of the inclusion of women in the decision-making processes in conflict cycle and in the security sector, as a way to advance the practical implementation of UNSCR 1325. ODIHR Director contributed to both events as a speaker while First Deputy Director moderated one of the sessions.

In 2015 ODIHR also published two reports from its Human Rights Discussion Series for the OSCE Forum for Security Co-operation. This series is meant to brief FSC members on the latest issues affecting the rights of servicemen and servicewomen. The report *Conditions of Service and the Human Rights of Members of the Armed Forces* focuses on conditions of service and relevant human rights implications for military men and women, and their families, in peacetime, in operations, and after leaving service. The career advancement of women, gender-based violence in the armed forces, parental leave for both men and women as part of a comprehensive childcare benefits package, and employment opportunities for spouses of military personnel are discussed there. The second report *Civil and Political Rights of Armed Forces Personnel* focuses primarily on the freedoms of expression and association of men and women in uniform. The issue of gender-appropriate messaging in military job advertisement in the media and the role of female staff associations are discussed there.
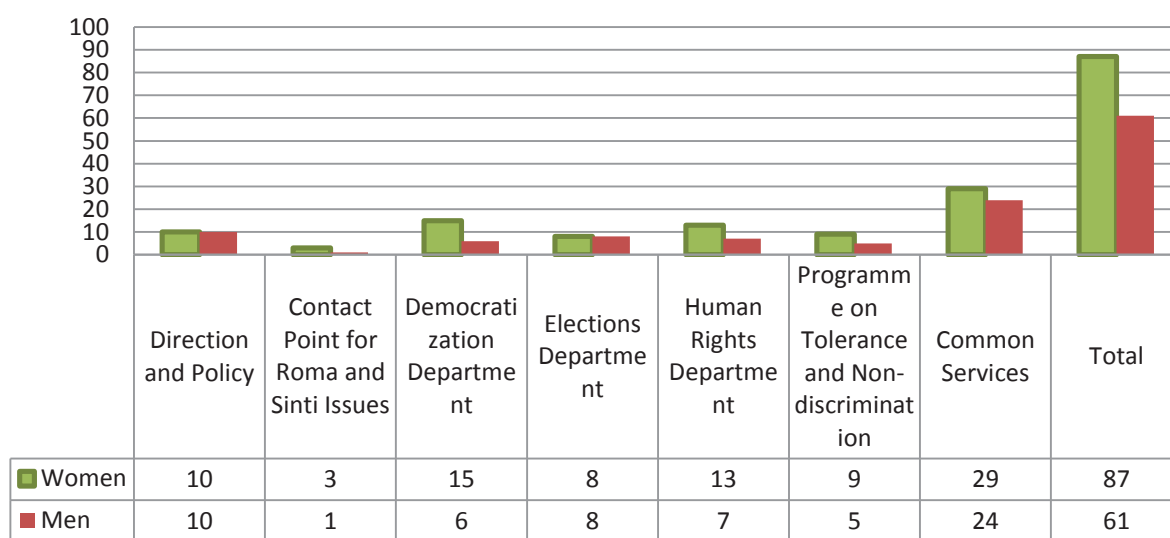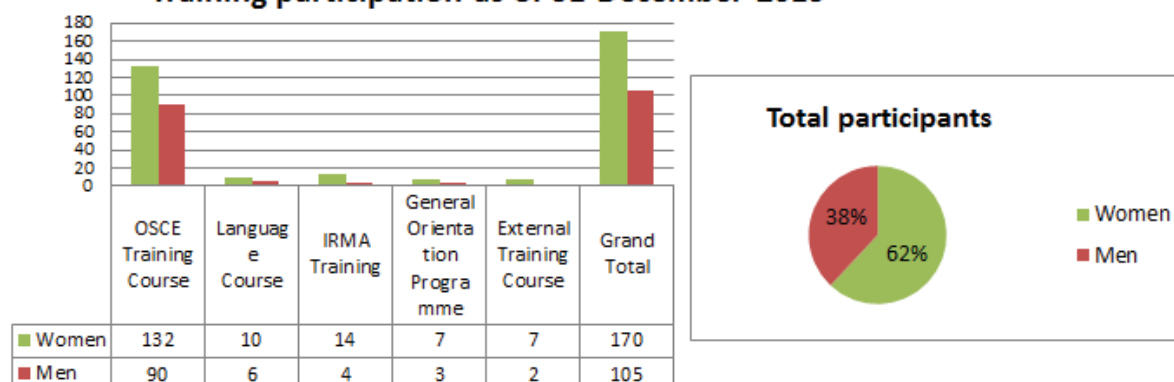
Staff by gender as of 31 December 2015

	Grand Total	ODI.G7	ODI.G6	ODI.G5	ODI.G4	ODI.G3	ODI.G2	INS.S	INS.P5	INS.P4	INS.P3	INS.P2	INS.P1	INS.D1	INS.D/ODIHR
Total Women	87	3	12	28	3	2	0	7	3	6	13	6	3	1	0
Total Men	61	0	6	8	1	3	2	6	2	8	15	8	1	0	1

Department	M	F	total
Direction and Policy	10	10	20
Contact Point for Roma and Sinti Issues	1	3	4
Democratization Department	6	15	21
Elections Department	8	8	16
Human Rights Department	7	13	20
Programme on Tolerance and Non-discrimination	5	9	14
Common Services	24	29	53
Total	61	87	148

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[7] Based on report produced from IRMA Personnel Administrator module. Data as of December 2015.

Staff by gender and department, as of 31 December 2015

	Direction and Policy	Contact Point for Roma and Sinti Issues	Democratization Department	Elections Department	Human Rights Department	Programme on Tolerance and Non-discrimination	Common Services	Total
Women	10	3	15	8	13	9	29	87
Men	10	1	6	8	7	5	24	61

Training participation as of 31 December 2015

	OSCE Training Course	Language Course	IRMA Training	General Orientation Programme	External Training Course	Grand Total
Women	132	10	14	7	7	170
Men	90	6	4	3	2	105

Total participants

- Women 62%
- Men 38%

Special Service Agreements by Gender as of 31 December 2015
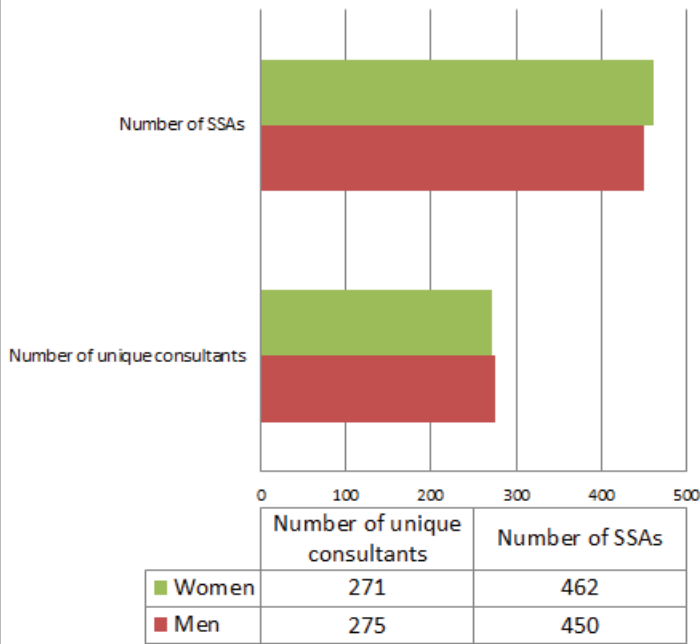
Number of working days

Women / Men

47% Women / 53% Men
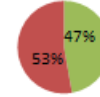
Remuneration (EUR)
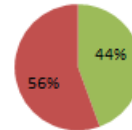
Women / Men

44% Women / 56% Men

Average rate per working day (EUR)

Women: 207.6
Men: 232.4

	Number of unique consultants	Number of SSAs
Women	271	462
Men	275	450
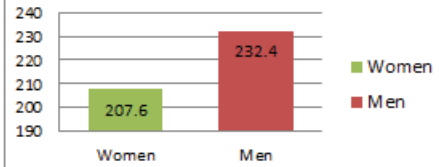
Staff Recruitment by Gender as of 31 December 2015

	Short Listed Professionals	Short Listed General Services	Board Members	Professional Appointments	General Services Appointments
Women	51	7	76	9	1
Men	47	6	61	4	2
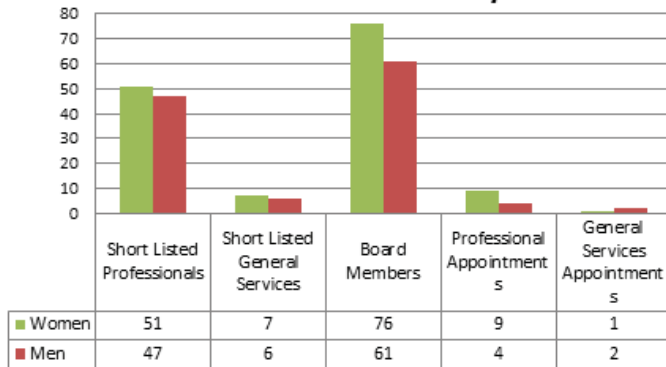
Applications

Men / Women

42% Women / 58% Men

150
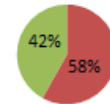
Board members	By category of recruitment (number of recruitment activities)	Male	Female	Total
Applications	SM.C.I (17)	1175 (59%)	822 (41%)	**1997**
	SM.S.I (11)	10 (26%)	29 (74%)	**39**
	SM.C.L (6)	67 (56%)	52 (44%)	**119**
Short-listed	SM.C.I	45 (53%)	40 (47%)	**85**
	SM.S.I	2 (15%)	11 (85%)	**13**
	SM.C.L	6 (46%)	7 (54%)	**13**
Appointments	SM.C.I	4 (56%)	5 (44%)	**9**
	SM.S.I	0	4 (100%)	**4**
	SM.C.L	**2 (67%)**	**1 (33%)**	**3**

HCNM Annual Evaluation Report

on Implementation of the Gender Action Plan

January 1 – December 31 2015

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of policies and activities, both within the office and in the course of conducting official country visits and implementing project activities. This report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period (January 1 to December 31 2015).

1) Gender mainstreaming – internal issues

The High Commissioner has made it a priority to create an attractive place of work for all staff members, to strive for the equal representation of women and men at all levels and to create conditions where all employees have a sense of inclusion and the ability to influence their job situations. The High Commissioner also seeks to ensure that all staff have the opportunity to acquire and apply knowledge and skills about gender mainstreaming on a regular basis.

Staff development

The Gender Focal Point (GFP) appointed by the High Commissioner seeks to raise awareness of gender issues within the office and shares relevant information, such as relevant research reports or statistics, with staff members, as well as liaises with ODIHR and other institutions on relevant gender issues. During the reporting period, the High Commissioner and senior management included gender among the office's thematic priorities and reinforced the aim to mainstream gender in all aspects of HCNM activities. Training on gender, conflict and peacebuilding was conducted in March 2015 for HCNM staff, targeting in particular the management team, political and legal advisers, and project officers.

During the year the GFP worked with HCNM staff and the management team to implement the HCNM strategy for implementation of the OSCE Action Plan for the Promotion of Gender Equality, which was adopted in December 2014. The implementation strategy sets out

objectives and targets related to mainstreaming gender in various aspects of the work of HCNM, serving as a tool to reinforce the priority of gender mainstreaming and track progress in specific areas.

A link to information on gender issues, including Staff Instruction 21/2006 and other documents related to implementation of the OSCE Action Plan, continued to be available on the HCNM Intranet.

<u>Staffing/recruitment</u>

When conducting recruitment processes, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive organizational culture. For this purpose, most interview panels included a question to assess candidates' knowledge and experience of gender mainstreaming. During the reporting period, there were 8 recruitment processes, all for P positions. Sixty-nine percent of applicants were male and 31 percent were female. Twenty-five percent of recruited candidates were women.

2. Gender Mainstreaming – all projects and programmes

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

In the course of monitoring and analysing sources of interethnic tensions, the HCNM tries to examine how these issues might affect men and women differently. Information about relevant gender issues was generally included in background material prepared for HCNM country visits.

In an effort to deepen understanding of how to mainstream gender in the promotion of the *Ljubljana Guidelines on Integration of Diverse Societies,* the most recent thematic recommendations produced by the institution, the HCNM conducted an expert "gender review" of the Guidelines. The resulting document serves as an internal resource for HCNM to more thoroughly consider gender aspects of key policy areas related to integration. The main findings and recommendations of the gender review were presented at a side event on gender mainstreaming and integration, organized by HCNM during the Supplementary Human Dimension Meeting in Vienna in October 2015.

Gender mainstreaming in HCNM projects

Due to the HCNM mandate, projects are aimed at early warning and early resolution of ethnic tensions and are not usually specifically aimed at promoting gender equality and resolving gender-related issues. At the same time, the HCNM strives to achieve gender mainstreaming in the design and implementation of HCNM projects.

HCNM project officers encourage implementing partners to seek gender balance among project staff and beneficiaries. Activities are designed to ensure participation of both men and women, for example, by conducting training activities during working hours. When announcing expert positions within projects, the HCNM encourages qualified female candidates to apply. In projects which involve a large number of participants (e.g. training activities and research on particular minority groups), the HCNM requests implementing partners to provide gender-disaggregated data in their final reports.

3. Gender mainstreaming in public information materials

Gender-balanced presentation of information is the guiding principle for all HCNM speeches, statements, press releases and other public appearances. Gender considerations are also taken into account in the preparation of materials produced within HCNM projects.

OSCE

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

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

1 January 2015 - 31 December 2015

Introduction

The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of the Representative on Freedom of the Media (RFOM). The activities and efforts to advance the gender dimension of the RFOM are guided by the Action Plan (Chapter V, paragraph 44 d) which stipulates that the RFOM "will be alert to allegations of serious intolerance toward women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate".[8] With the following report the RFOM evaluates the Office's implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and addresses activities undertaken during the reporting period.

The present report shows how gender equality is promoted within the Institution and how gender aspects are integrated in the programmatic activities of the Institution. The report covers the period of 1 January 2015 – 31 December 2015.

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

1.1 Gender balance in the RFOM Office

The Office of RFOM underwent some staff changes in 2015. Being the smallest among the OSCE Institutions, any change in the staff may affect the proportions of men to women in the Office of RFOM. The ratio of female Senior Advisers has slightly improved with the new colleague taking up her position at the beginning of November 2015, providing for a reasonable balance among managerial positions in the institution. However, with the mandate of the RFOM ending on 10 March 2016, the new appointment will contribute hugely to either maintaining this balance or losing it.

Post table Staff by Gender (as of 31 March 2014)

Grade	Female	Male	Total
RFoM	1	0	**1**
Director	0	1	**1**
Principal and Senior Advisers (5 seconded, 1 contracted)	2	4	**6**
P1-P2-P3 (4 contracted) S3 (seconded)	3	2	**5**
GS 7	1	0	**1**
GS 6	1	0	**1**

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

GS 4	1	0	**1**
Total	9	7	16

Recruitment for open positions is governed by the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office includes both women and men on interview panels. Shortlists, particularly for contracted positions, are gender-balanced. For seconded positions, the gender-balance of the shortlists tends to be accidental given the fact that only a few participating States put forward names for seconded positions with the duty station in Vienna.

1.2 The professional working environment in the RFOM Office

RFOM management has been working towards ensuring equal opportunities for both genders and to create a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible. Female and male Senior Advisers, Advisers, and Project Officers present thematic issues and participate at events and conferences abroad according to their respective expertise and the regions assigned to them, at conferences, roundtables and training sessions.

All relevant information regarding gender issues is regularly distributed to the Office staff by the Gender Focal Point. Gender issues are put on staff-meeting agendas when organization-wide issues are presented. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006.

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

2.1 RFOM mandate

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

In line with the Gender Action Plan, the RFOM is mandated to receive "allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States."[9] The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

The RFOM has been looking more closely at cases of intolerance towards female journalists in the online environment since 201, after being made aware of the growing number of

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

reports from across the OSCE region on female journalists/bloggers singled out and fiercely attacked in social media. The online attacks tend not to address the content of the articles but instead degrade the journalist as a woman.

The Office of RFOM identified this trend as a serious threat to media freedom, since women who share information are being singled out on the internet by serious threats and harassment and has incited a great number of them to self-censorship in regard to what they report on or how, or even to opt out from cyberspace completely. This again would be a direct attack on democratic values and needs to be countered. Interestingly, this negative trend persists across the whole OSCE region.

Based on an initial analysis on the current situation of the above mentioned issue, existing studies and regulations that address the issue, the RFOM engaged in different activities to shed more light on the issue, with the objectives to raise awareness and to develop sustainable solutions to grant female journalists access to expression and decision-making through the New Media.

In the project entitled "Safety of Female Journalists Online" the Office of the OSCE Representative on Freedom of the Media has conducted the following activities to raise awareness, discuss strategies and responses:

1. Communiqué on growing safety threat to female journalists online (02/2015), available at http://www.osce.org/fom/139186

2. Questionnaire on safety of female journalists online: "small-scale qualitative study addressing female journalists all over the OSCE-region who were targeted with online abuse to learn more about their experiences and identify critical issues for further discussion".[10] A summary of the results is available at http://www.osce.org/fom/178796

3. Expert meeting on "New Challenges to Freedom of Expression: Countering Online Abuse of Female Journalists held on 17 September 2015 with the objective to increase understanding of the issues involved, best practices and possible solutions to tackle the mounting number of online threats targeting female journalists. The meeting gathered journalists, media experts, policymakers and government representatives to discuss the issues at hand. Website of the expert meeting: http://www.osce.org/fom/179486

4. Recommendations from the above meeting, issued on 21 October 2015, available at http://www.osce.org/fom/193556

5. Publication "Countering Online Abuse of Female Journalists", published on 4 February 2016. Available at http://www.osce.org/fom/220411

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[10] A questionnaire, made available in both English and Russian languages, was sent to the target group of 23 journalists at end of February 2015, of which 11 filled out the questionnaire, additional three provided comments but did not fill out the form and nine did not respond. The journalists that were approached are from following countries: Spain, Austria, Norway, Sweden, USA, United Kingdom, Netherlands, Russia, Ukraine, Belarus, Azerbaijan, Kazakhstan, Turkey, Bulgaria, Bosnia and Herzegovina and Serbia.

Besides developing concrete steps to address the above mentioned trend, the RFOM will continue to pay attention to developing trends of intolerance towards women or incitement to gender discrimination in the in the media area, and will carefully analyse their actual and potential impacts and take appropriate action.

2.2 Gender mainstreaming in RFOM programmatic activities

In accordance with its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all programming activities are gender-mainstreamed by the responsible Officer and the Gender Focal Point, in particular quantitative gender-mainstreaming such as equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

The Office keeps the gender balance in mind when identifying experts for projects. When announcing expert positions for publication or legal analysis, the RFOM encourages qualified women to apply. A gender balance is also considered when selecting experts, moderators and participants for events and meetings.

Women were key speakers, chairs, presenters and experts in a host of training and conferences during the reporting period, including, but not restricted to, the Central Asia Media Conference, the South Caucasus Media Conference, the expert meeting on Open Journalism (interviews and recordings from the expert meeting on 9 December 2015 are available at the link http://www.osce.org/fom/204241).

Implementing partners are asked to take gender-equality principles into account when carrying out their project activities.

Reporting of results and indicators related to gender equality takes place on an *ad hoc* basis and is generally mainstreamed into the specific project or activity in question.

2.3 Gender mainstreaming in RFOM reporting

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

ANNEX V

Annual Evaluation Report 2015
OSCE Action Plan for the Promotion of Gender Equality
Questionnaire for Field Operations and Institutions
For the period 1 January – 31 December 2015

Dear Gender Focal Points,

In accordance with the 2004 OSCE Action Plan for the Promotion of Gender Equality, the Secretary General will present an annual evaluation report (AER) to the Permanent Council in June 2016. This report will capture activities and progress on the Action Plan as well as identify the challenges that OSCE executive structures continue to face in its implementation.

The contributions of OSCE executive structures are key elements in drafting this report.[11] The attached questionnaire is designed to collect information on the efforts across the OSCE to implement the Action Plan.

The Questionnaire consists of two sections:

1. **Mainstreaming internal processes**
   This section requests information on actions taken to implement the tasks set out in the Action Plan related to internal processes. In your response please include also an assessment of the results achieved.

2. **Mainstreaming projects**
   The purpose of this section is to collect information on projects across the three dimensions so that the Gender Section can analyse trends in gender mainstreaming and identify areas of progress as well as areas for improvement. For the first time, the matrix requesting project information is deploying a gender marker score for assessing the project's contribution to gender equality and the extent of gender mainstreaming. This system will allow the report to analyse patterns on the effectiveness of gender mainstreaming in a more systematic manner. The scoring criteria are described in full detail below in Section 2.

For any questions on the gender marker scores please contact hanna.sands@osce.org

Please send completed questionnaires by 1 March 2016 to dusica.djukic@osce.org and hanna.sands@osce.org.

Thank you!

OSCE Gender Section

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[11] 2004 OSCE Action Plan for the Promotion of Gender Equality, MC.DEC/14/04, Para 47.

Name of Field Operation or Institution:	

Questionnaire
Section I – Mainstreaming Internal Processes

1. Were **trainings** on gender mainstreaming or other gender equality topic provided for staff during 2015?

   If yes:

   a. Who provided this training?

   b. Who was the target audience?

   c. How many staff members were trained (disaggregate data by sex)?

2. Do you have any **requests/recommendations for additional training** in gender mainstreaming or other gender equality/thematic issues that you would like to receive?

3. What is the position of your **Gender Focal Point** (GFP)?

   a. Did the GFP receive training during 2015?

   b. If yes, please describe the training?

4. Are other types of **expertise** on gender issues available in your Field Operation/Institution other than the gender focal point? For example a GFP Network among field offices or a Gender Working Group among different departments?

5. Please describe the internal process in your Field Operation/Institution for **reviewing UB and ExB project proposals** for gender mainstreaming?

6. Does your Field Operation/Institution have a **gender action plan** or implementation strategy (please attach if available) and what is the process of reporting against it?

a. **If there is no action plan or strategy, does your structure have other types of gender equality objectives and indicators that it assesses progress against? For example in the UB?**

7. **Please identify challenges in your implementation of the OSCE Action Plan for the Promotion of Gender Equality, in particular as regards mainstreaming gender in training, recruitment, working environment or activities and projects.**

8. **Please make recommendations on how the Gender Section could provide further support to your efforts to mainstream gender.**

Section II – Mainstreaming Projects

Gender Marker Score

In order to improve coherence of reporting the Gender Section is introducing a new method of assessing the extent to which projects are gender mainstreamed – the Gender Marker Score. The Gender Marker is used by a number of international organizations to assess the contribution of a project towards gender equality and women's empowerment. Successful gender mainstreaming of a thematic project results in a score of 2, indicating that the project is fully gender mainstreamed.

Score Criteria:

3 = Projects that have gender equality as a principal objective. This refers to projects specifically addressing one of the six priority areas of the 2004 Action Plan for the Promotion of Gender Equality: 1: Establishing non-discriminatory legal and policy frameworks; 2: Preventing violence against women; 3: Promoting the participation of women in political and public life; 4: Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction; 5: Promoting equal opportunities for women in the economic sphere; 6: Creating national mechanisms for the advancement of women.

Example: A project on women's political participation; a project on domestic violence; a project on women's entrepreneurship.

2 = Projects that have gender equality as a significant objective or are fully gender mainstreamed. Fully mainstreamed means that a gender perspective was taken into account across the aspects of project management: background analysis of the project's topic; the design of the substance; the implementation (partners and participants); and the evaluation (sex-disaggregated indicators, gender senstive indiactors).

Example: A project on police reform that promotes participation of women in the activities AS WELL AS includes topics related to a gender perspective of policing (such as domestic violence for example) in the agendas of the activities/events/trainings; A project on education reform that promotes participation of boys and girls as well as addresses gender stereotypes in the education system.

1 = Projects that have a limited contribution to gender equality. This refers to projects that are only gender mainstreamed in terms of their participation aspects.

POLITICO-MILITARY DIMENSION

1. **Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2015 in the first dimension. UB _____ ExB _____**

2. **Please describe all projects in the first dimension that made a contribution to gender equality during 2015.**

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale	Please shortly describe how gender was mainstreamed into the activities of this project	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
Total # of projects 3: 2: 1:			

ECONOMIC-ENVIRONMENTAL DIMENSION

3. **Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2015 in the second dimension. UB _____ ExB _____**

4. **Please describe all projects in the second dimension that made a contribution to gender equality during 2015.**

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale.	Please describe how gender was mainstreamed into the activities of this project.	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
	<u>Total # of projects</u> 3: 2: 1:		

HUMAN DIMENSION

5. **Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2015 in the third dimension. UB _____ ExB _____**

6. **Please describe all projects in the third dimension that made a contribution to gender equality during 2015.**

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale.	Please describe how gender was mainstreamed into the activities of this project.	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
Total # of projects 3: 2: 1:			

ANNEX VI

OVERVIEW OF GLOBAL MENTOR & NETWORK PROGRAMMES FOR WOMEN

Organization name	Abbreviation	Main objectives and/or projects	Target group	Geographic coverage	Website
European Federation of Mentoring for Girls and Women	Womentor	Reduction of gender gaps in employment and payment; gender segregation; equal work and career opportunities; balance in private and family life.	Girls, Women	Europe	http://www.womentor.eu/home
KVINFO – The Danish Centre for Research and Information on Gender, Equality and Diversity	KVINFO	Mentoring women; gender equality	Women	Europe	http://kvinfo.org/
Women's Learning Partnership	WLP	Mentoring and training young women leaders to advocate for themselves and their futures; transform intergenerational relations in order to augment the voices and contributions of young women.	Women	Worldwide	http://www.learningpartnership.org/
Women Worldwide Initiative	WWI	1.Self-Esteem and Self-Confidence Building 2.Sexual Health and Decision-Making 3.Broader Women's Issues and Future Options 4.Community Service and Global Citizenship	Young women	Worldwide, US based	http://womenworldwideinitiative.org/mentorship-program/

Organization	Abbr.	Description	Target group	Region	URL
Million Women Mentors	MWM	Supports the engagement of 1 million Science, Technology, Engineering and Math (STEM) mentors (male and female) to increase the interest and confidence of girls and women to persist and succeed in STEM programmes and careers.	Students, young girls and women	Worldwide	https://www.millionwomenmentors.org/aboutus
Vital Voices Global Partnership	VVGP	Global ambassadors serve as mentors to women in business and social enterprise.	Young women entrepreneurs	Worldwide	http://www.vitalvoices.org/
National Council of German Women's Organizations - Deutscher Frauenrat		Mentoring for migrant women; Education; Prevention; Training; Victim Protection; Anti-Human Trafficking.	Women, victims of human trafficking	Europe, Austria	http://www.frauenrat.de/deutsch/infopool/nachrichten/informationdetail/article/migrantinnen-als-gruenderinnen.html
Mentoring Women's Network	MWN	Community of empowered women developing one another personally and professionally through mentoring relationships.	Women	US, worldwide	http://mentoringwomensnetwork.com/
Professional Women's Network	PWN	Mentoring: Online mentoring project offered Europe-wide.	Women	Europe	http://www.pwnglobal.net/
The Women's Organization		Economic empowerment of women; personal resilience; development of skills and knowledge; learning, training and education opportunities; accessing employment, self-employment, social enterprise and volunteering opportunities.	women, economically inactive women, disabled women	22 countries of Europe, UK based	http://www.thewomensorganisation.org.uk/
European Network to promote Women´s Entrepreneurship	WES	Promoting and supporting female entrepreneurship at national level. WES members provide advice, support, information, and contacts regarding existing support measures for female entrepreneurs.	Female entrepreneurs	EU-28, Iceland, Norway, and Turkey	http://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/women/index_en.htm

KAGIDER, Women Entrepreneurs Association of Turkey	KAGIDER	Advising, Training, Incubating, Collaboration, Leadership, Empowerment.	Women	Turkey	http://www.kagider.org/
Association of Business Women in Serbia		Mentoring women-entrepreneurs	Women	Serbia	http://www.poslovnezene. org.rs/en/
European Mentoring and Coaching Council	EMCC	Mentoring and education	All	EU 28, based in Belgium	http://www.emccouncil.or g/eu/en/about_emcc
Center for Entrepreneurship and Executive Development CEED Serbia (a project by The European Consulting Group)	CEED	CEED drives economic growth by developing, connecting and mentoring entrepreneurs to strengthen their businesses so they can create jobs and in turn accelerate economic prosperity.	Entrepreneurs, women in business	Serbia, South East Europe	http://www.hd-ecg.com
The Regional Women's Lobby (RWL) for Peace, Security and Justice in South East Europe (SEE)	RWL	Women political leaders and men political leaders dedicated to the RWL cause; women's peace networks as well as youth networks; security actors; mainstream think tanks, experts groups focused on human rights, peace and security and inter-ethnic dialogue.	Women from different ethnic groups, women in politics	Kosovo, Croatia, Montenegro, Albania, Serbia, FYROM, BiH	http://rwlsee.org/
Federation of Balkan American Association	FEBA	Promote Balkan cultures, unity and economic and political cooperation		US, Balkan states	balkanamerican.org/

Name	Description	Target group	Country	URL
Artemis Network	To provide a platform for women who could use a boost in expanding their careers or to receive help on getting started as an independent entrepreneur.	Women, management	Belgium	http://www.markantvzw.be/artemis/
Wo_Mentoring	The project provides guidance for women who would like to become managers/project leaders/heads of department.	Female middle management employees; gay and transgender employees	Belgium	https://overheid.vlaanderen.be/diversiteitsbeleid; https://www.bestuurszaken.be/wo-mentoring
SOFIA	Mentoring, networking and education for women entrepreneurs and women in management in the profit sector. The meetings are led by mentors, women with extensive experience in entrepreneurship or management.	Female entrepreneurs, women in management in the profit sector.	Belgium	http://www.sophia.be/index.php/fr/
BeWise	Support the position of women in science, both in public and private sectors; improve communication among women in the Belgian and European scientific community.	Women in all scientific disciplines	Belgium, EU	http://www.bewise.be
Women on Board	Women on Board aims to create a pool of talented women ready to take up board positions and to facilitate access to this pool for Belgian enterprises searching for female directors.	Female candidate board members	Belgium	http://www.womenonboard.be/
Women Entrepreneurs MentorCoach	WE MentorCoach provides a platform to organize mentoring programmes for and by female entrepreneurs.	Female entrepreneurs	Belgium	http://www.we-mentorcoach.eu/nl/we-mentorcoach/wat/
Collectif des Femmes Africaines du Hainaut (CFAH)	Enhance sub-Saharan migrant women's (political) leadership by providing a platform for mentoring. Promoting civil participation of migrant women in Belgium.	Migrant women with a sub-Saharan background	Belgium	http://www.cfah.be/
Qdanmark	Help realise migrant and refugee women's full professional and personal potential in the Danish labour market and society.	Migrant and refugee women	Denmark	http://qdanmark.dk/

Name	Short name	Description	Target group	Country	URL
PIFT by KVINFO and Foreningen Nydansker	PIFT	Pilot initiative for marginalized girls and young women	Girls and young women aged 15-30	Denmark	http://pift.nu/
Protocol		Professional mentoring to business women. Qualify, inspire, and motivate Danish business women into management and leadership. The mentors can be male or female.	Women and men	Denmark	http://www.protocol.dk/
Women In Business Denmark	WiB Danmark	Women's network where business women, students, jobseekers, entrepreneurs etc. meet. Combines volunteering with a low membership fee	Female students, businesswomen, jobseekers, entrepreneurs	Denmark	http://www.wibdanmark.dk/
Frivillignet		Frivillignet is an initiative by Dansk Flytningehjælp (Danish Refugee Council) that offers a mentor to all persons with a minority background. The mentor supports the mentee in topics related to the labour market, education, and society.	Women and men from minority groups	Denmark	http://www.frivillignet.dk/mentornet/
Aarhus Kommune		Mentoring initiative for boys and girls aged 13-16 focusing on preparing students with Danish as their second language for high school or training.	Boys and girls aged 13-16 from non-Danish speaking background	Denmark	https://www.aarhus.dk/da/omkommunen/organisation/Boern-og-Unge/PA/LU/Indsatser-for-6-18-aarige-boern-og-unge/Mentorprojekt.aspx
Womento		Mentoring programme for women with higher education degree who have immigrated to Finland. Aims to deepen their knowledge of own professional field and practices used there through mentoring; to create an open platform for two-way integration.	Educated immigrant women	Finland	http://www.vaestoliitto.fi/monikulttuurisuus/women to/womento-in-english/
The Women Leader's Programme of Finland Chamber of Commerce		Mentoring programme for women executives.	Women, migrants, young women	Finland	http://naisjohtajat.fi/en/

Name	Acronym	Description	Target group	Country	URL
InnoLady		InnoLady camp is an entrepreneurship training programme for academic women in Finland who are planning to set up their own innovative businesses but are still working as experts or leaders, or are university students.	Women from academia and entrepreneurs	Finland	http://www.nyek.fi/in-english
GAIA Networking Rhea Challenge 2015	GAIA	Women's mentoring programme for start-up entrepreneurs organized by GAIA Network and Ernst & Young.	Entrepreneurs, women in business	Finland	http://www.ey.com/FI/fi/About-us/EY---Gaia---Rhea-Challenge-2015---mentorointiohjelma-start-up-yrittajille
The fForum		Managerial education to support women intending to become entrepreneurs, women working as entrepreneurs, and women interested in advancing their own career opportunities	Entrepreneurs, women in business, migrant women, students	Finland	http://www.oamk.fi/hankkeet/fforum/english/
KETHI	KETHI	Support and empowerment of women in order to promote women's participation in positions of political responsibility in national and European level.	Women, women in politics	Greece	http://www.gynaikes-politiki.gr/page/about-project
Women on Top		Mentoring programme for women in management and entrepreneurship	women in management	Greece	http://womenontop.gr/
Women in Leadership		Enhance female participation at senior levels in the senior service.	Women in government	Ireland	http://www.per.gov.ie/en
30% Club		The aim is to build on the positive experience of business-led change in the UK and the collaborative approach of men and women working together to effect change. The intention is to globalise a number	Women and men	Worldwide	http:/30percentclub.org/

		of existing 30% Club initiatives (Investor Group, Cross-Company Mentoring, the Professional Services Firms' Initiative and Career Strategy workshops, for example) and to develop new specific efforts relevant to the local market.			
Be-Win - Business Entrepreneurship Women In Network in		European Network of Mentors for Women Entrepreneurs	Women entrepreneurs	Italy	http://www.biclazio.it/it/home/be-win.bic
Professional Women Association (PWA) Mentoring Programme (Women to Women)	PWA	Support specific career or business-related goals.	Women	Italy	http://www.pwa-milan.org/
FIDAPA BPW Italy	FIDAPA	FIDAPA BPW Italy (Federazione Italiana Donne Arti Professioni e Affari) is an NGO consisting of 11,300 women members and falls within the International Federation of Business and Professional Women).	Women	Italy	http://fidapa.org/index.php/la-federazione/chi-siamo
Bank and Academic mentoring programs (IBM, COOP Toscana etc.)		Spreading gender culture in the labour market, involving companies such as Coop Toscana Lazio, Intesa San Paolo Bank, IBM and others.	Women and men	Italy	http://www.ateneapoli.it/news/archivio-storico/programma-pilota-di-mentoring-per-le-donne-ricercatrici
Office of Equal Opportunity in Liechtenstein, the Women's Department in Vorarlberg (Austria) and the Office of Equal Opportunity in Graubünden (Switzerland).		The "Frauen Entscheiden" (Women Decide) project's objective is to encourage women to aim for an executive or leadership position and to create an online platform to interlink women in all three participating countries.	women and men, focus on girls and young women	Liechtenstein, Austria, Switzerland	http://www.liechtenstein.li/en/news-detail/article/projekt-foerdert-frauen-in-fuehrungspositionen/

Organisation		Description	Target group	Country	Link
E-Mentoring		The transnational EU-project e-Mentoring aimed to increase the capacities of students in High Education, trainees in Vocational Education and Training institutions, and adults re-/entering the labour market by collecting good practice experiences and transferring best solutions into a common e-Mentoring model.	Women and men	Europe	http://www.e-mentoring.eu/
Social Innovation Fund of Lithuania	closed project	The main goal of Model of Promoting Women's Social Mobility project to enhance the social mobility of women at social risk and social exclusion; to enhance co-operation between social partners; to strengthen the ability of women working and volunteering in NGO's to work with women at social risk and social exclusion.	single mothers, women after a longer break period coming back to work, older women	Lithuania	http://msms.lpf.lt/
Opportunity in Bedrijf	OiB	Several projects for mentoring of women high potentials in company settings	Women	Netherlands	http://www.opportunity.nl/
The Manager's Association of Slovenia		Programme of mentoring networks for female managers. The aim is to encourage and support the female candidates to take leading managerial positions, to exchange of relevant experiences and knowledge and to give answers how to deal with different life challenges.	Female managers	Slovenia	http://www.zdruzenje-manager.si/en/about-us
Nefiks (NGO)		"Colleagues" is a mentoring project aimed at young unemployed women.	Young unemployed women	Slovenia	http://www.nefiks.si/
Association of Municipalities and Towns of Slovenia		OPENN – is a network of female local politicians, a mentorship model and a platform for support.	Women in politics	Slovenia	https://skupnostobcin.si/in fotocka-za-enakost-spolov/
The Folke Bernadotte Academy	FBA	2 projects: Network of Female Mediators; Gender Coach Programme, focused on Conflict prevention,	Female mediators	Sweden	https://fba.se/en/newspres s/nyhetsarkiv/2015/fba-

| | | conflict resolution, mediation and coaching. | | | forms-network-of-women-peace-mediators/ |
| Swedish Armed Forces Network for Female Officers and Civilian Staff (NOAK) | (NOAK) | Attract more women to the armed forces and to achieve a better gender balance. | Women and men in armed forces | Sweden | http://www.forsvarsmakten.se/en/swedint/nordic-centre-for-gender-in-military-operations/ |