

2018

Annual Progress Report on the Implementation of the OSCE 2004 Action Plan on the Promotion of Gender Equality

Towards Gender Equality in the OSCE



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List of abbreviations

BoM	OSCE Observer Mission at the Russian Checkpoints Gukovo and Donetsk
BSMU	Border Security and Management Unit
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CiO	Chairperson-in-Office
CPC	Conflict Prevention Centre
CSO	Civil Society Organization
DHoM	Deputy Head of Mission
DHR	Department of Human Resources
DMF	Department of Management and Finance
EU	European Union
ExB	Extra-budgetary
GAP	Gender Action Plan
HDIM	Human Dimension Implementation Meeting
HCNM	High Commissioner on National Minorities
HoM	Head of Mission
ICAT	Inter-Agency Coordination Group against Trafficking in Persons
LIVE	Leaders against Intolerance and Violent Extremism
MP	Member of parliament
MoU	Memorandum of understanding
NAP	National Action Plan
NGO	Non-governmental organization
OCEEA	Office of the Co-ordinator of Economic and Environmental Activities
ODIHR	Office for Democratic Institutions and Human Rights
OIO	Office of Internal Oversight
OSCE	Organization for Security and Co-operation in Europe
OSG	Office of the Secretary General
OSR/CTHB	Office of the Special Representative for Combating Trafficking in Human Beings
PCU	OSCE Project Co-ordinator in Ukraine
RFOM	Representative on Freedom of the Media
SMM	OSCE Special Monitoring Mission to Ukraine
TNTD	Transnational Threats Department
UB	Unified Budget
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNSCR	United Nations Security Council resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VERLT	Violent extremism and radicalization that lead to terrorism
WIG	Women's initiative group
WPS	Women, peace and security

Foreword

I am proud to present this year's annual progress report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. The report illustrates the progress made by the OSCE in 2018 to advance gender equality.

The Organization's approach to gender equality is rooted in its commitments and the international human rights framework, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, and UN Security Council Resolution (UNSCR) 1325 on women, peace and security and its follow-up resolutions. As the largest regional security organization in the world and a regional arrangement under Chapter VIII of the United Nations Charter, the OSCE has an important contribution to make to ensure that gender equality and women's empowerment are integral and indispensable to the concept of comprehensive security. The OSCE also supports participating States in their efforts to achieve the UN Sustainable Development Goals, including goal No. 5 on achieving gender equality and empowerment of all women and girls.

Gender equality is a key feature of the OSCE Fit-for-Purpose Agenda launched in 2018, which recognizes that gender equality is essential for achieving the Organization's goals. Continuous, focused efforts are needed to make OSCE structures and all OSCE activities fully gender-sensitive and gender-responsive.

I would like to thank all OSCE executive structures and the OSCE Parliamentary Assembly for providing information on progress, good practices and innovations. For the first time, input was also requested and received from the OSCE Chair, Italy, reflecting the close co-operation between the Chair and executive structures on gender mainstreaming. I also would like to especially thank the Secretariat's Gender Section for analysing the data and compiling the report.

While I am proud of our achievements, I recognize that there is still a lot of work ahead of us. Urgent action is needed, for example, to address the continued poor representation of women in senior management positions in the OSCE and to put an end to sexual harassment in the workplace. Looking forward, there is a need to intensify work on gender equality in priority programmatic areas, both in the field and in the Secretariat and Institutions.

This is a crucial moment, as we prepare for important milestones in 2020, including the 20th anniversary of UNSCR 1325 and the 25th anniversary of the Beijing Declaration and Platform for Action, as well as the OSCE's triennial gender-equality review conference. As part of our preparation, we will be taking stock and assessing the impact of the OSCE's work in the crucial areas of combating violence against women and promoting the women, peace and security agenda.

Gender equality is a shared responsibility and real progress needs the full support of all participating States. With the right amount of political will and resources we can turn our commitments into reality.



Thomas Greminger
OSCE Secretary General

Highlights of 2018

In 2018, the OSCE implemented a wide range of activities that contributed to advancing gender equality. Major highlights included:

- **Decision on Combating and Preventing Violence against Women.** This decision from the 2018 Milan Ministerial Council specifically refers to the root causes of violence against women, the importance of tackling sexual harassment and online violence, as well as the role of men and boys in combating violence against women. In addition, six out of the nine Ministerial Council decisions adopted in Milan integrated a gender perspective through specific references to gender mainstreaming or the impact on, and role of, women.
- **OSCE Parliamentary Assembly Resolution on Preventing and Combating Gender-Based Violence.** Adopted at the Parliamentary Assembly's 27th Annual Session in Berlin, this resolution stresses the impact of violence and recognizes the linkages between armed conflict and gender-based violence.
- **Gender equality as a priority of the Italian OSCE Chairperson-in-Office (CiO).** Italy, with support from OSCE executive structures, addressed gender equality in a comprehensive manner and as a cross-cutting and cross-dimensional issue. It mainstreamed gender in every aspect of its work, including within the staffing of the CiO Vienna team, and appointed two female deputy heads of mission, as well as three female special representatives of the CiO (out of ten). The Italian CiO organized six major events on selected themes related to gender equality.
- **National action plans for the implementation of UNSCR 1325.** The OSCE contributed to the development and adoption of two new national action plans (NAPs) for Albania and Armenia.
- **Survey on the Well-Being and Safety of Women in South-eastern and Eastern Europe.** This OSCE-led survey provides the first comparable qualitative and quantitative data on physical, sexual and psychological violence against women in South-eastern and Eastern Europe.
- **Strengthening the women's movement.** ODIHR helped organize the 10th Congress of Women in Poland and provided critical support for the Second Ukrainian Women's Congress.
- **Documentary film: *A Dark Place: Safety of Female Journalists Online*.** The OSCE Representative on Freedom of the Media (RFOM) produced a full-length documentary film that highlights the experiences of female journalists affected by online harassment.
- **Improved knowledge and skills of staff on gender mainstreaming.** Over 250 OSCE staff members improved their knowledge and skills on gender mainstreaming through training organized by the Secretariat. Tailor-made training for staff was conducted by the OSCE Project Office in Bishkek, the OSCE Mission to Serbia, the Project Co-ordinator in Ukraine and the Mission to Skopje.
- **Combating sexual harassment and sexual exploitation and abuse:**
 - The Secretary General issued an inter-office memorandum on zero tolerance of sexual harassment and sexual exploitation.
 - At the initiative of the Department of Human Resources (DHR), the OSCE participated in a UN-led Safe Space Survey on sexual harassment.
 - ODIHR intensified its efforts to address workplace concerns in election observation activities.

Chapter 1: Gender mainstreaming within OSCE executive structures

Gender balance of staff

Gender parity – a core value of the OSCE – improves team performance, organizational effectiveness and innovation and produces better results. In 2018, the DHR assessed staffing trends within the Organization and drafted an ambitious new **Gender Parity Strategy 2019–2026**, which focuses on talent management, leadership, transparency and an enabling work environment. It is expected that this will lead to gender parity across all levels of the Organization by 2026. The strategy is a part of the OSCE Fit for Purpose reform agenda, which considers reforming the secondment system and the contracting policy in ways that would create, among other components, family-friendly packages for international mission members.

The OSCE has achieved or is approaching gender parity in staffing in some areas, including at the overall level (52 per cent male and 48 per cent female) and in professional categories below the level of senior management funded through the Unified Budget (UB) (NP, P, S1–S3 are at 50 per cent male and 50 per cent female). However, there are a number of categories where improvements, in some cases significant improvements, are required. The combined ratio of both contracted and seconded posts at the level of senior management is at 72 per cent men and 28 per cent women. When considering all OSCE posts, meaning also those that are not UB-funded, the situation worsens considerably. This is mainly attributable to the ongoing challenges faced in improving gender parity in the Special Monitoring Mission in Ukraine (SMM).

After the modest progress achieved in previous years, the percentage of female heads of mission dropped from 28 per cent (2017) to 18 per cent (2018). The percentage of women employed in senior management posts also decreased from 31 per cent (2017) to 28 per cent and is yet to reach the target of 40 per cent set for the end of 2023. It is noteworthy, however, that the Secretariat reached parity at the director level for the first time at the beginning of 2018, which shows the DHR's and the Secretary General's commitment to gender parity in the context of merit-based recruitment.

It is clear that nominations of women by participating States for seconded positions are a very significant contributor to achieving gender parity, especially at more senior levels. Despite efforts to encourage participating States to nominate female candidates for seconded posts, the ratio of female candidates decreased in 2018 to 24 per cent from 31 per cent in 2017. As of the end of 2018, only 22 per cent of seconded staff were women. This particularly impacted field operations' senior positions, where only two out of the 15 heads of mission are women. Combined with the low number of participating States that provide financial support to their secondees, these constraints will continue to have a very negative impact on the Organization's ability to achieve gender parity. While the Organization has a clear role to play in supporting countries as they develop female talent pipelines, accountability for improvements in this area rests primarily with participating States.

The appointing authorities for the various levels of positions in the OSCE include the Chairperson-in-Office, the Secretary General, heads of institution and heads of mission. Actions by multiple stakeholders are therefore required to achieve sustainable success in achieving gender parity within the OSCE.

Figure 1: Post distribution of staff in the Secretariat, institutions and Field Operations

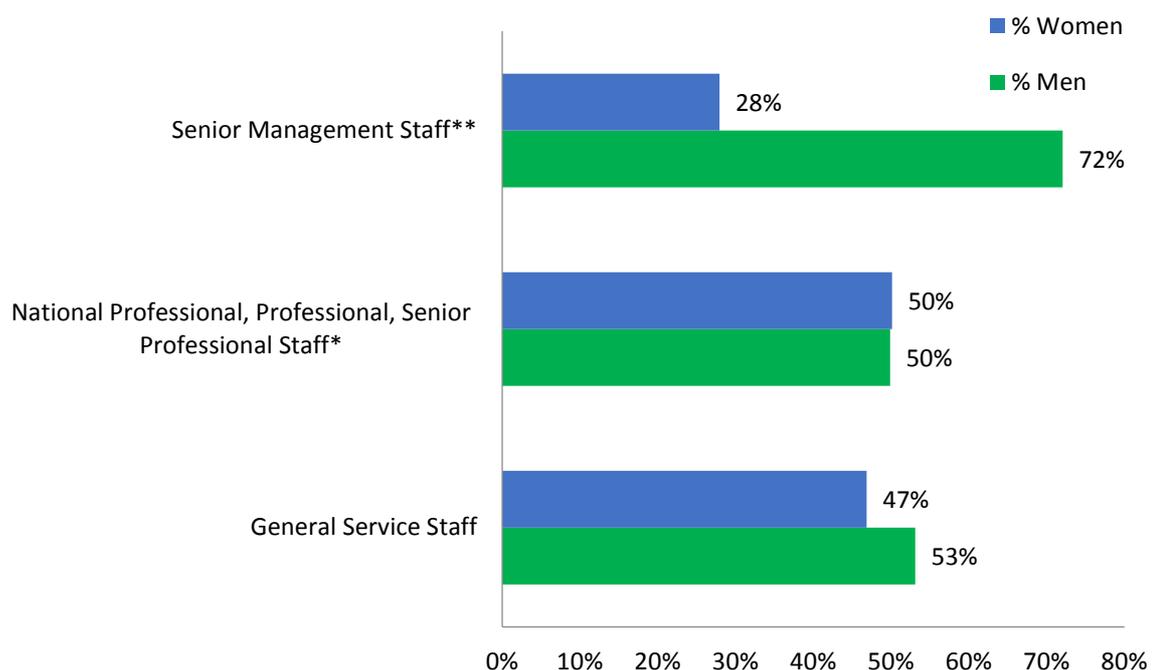
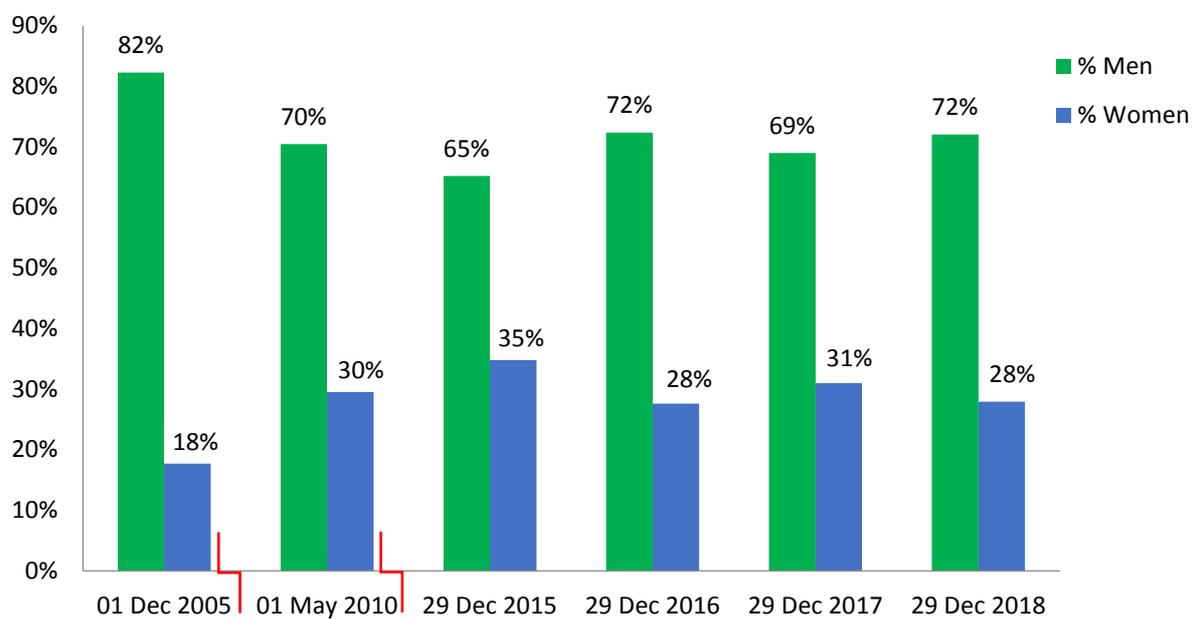


Figure 2: Gender balance in senior management positions¹



¹ In 2005, the data observed was for the period 1 December 2004 to 1 December 2005. In 2010, the data observed was for the period 1 May 2009 to 1 May 2010. From 2015 onwards, the data observed was for the period 1 January to 29 December. Since 1 January 2016, S3 positions are no longer counted under senior management staff positions. Senior management staff includes: S4, P5, D1, D2, SG, head and deputy head of mission and head and deputy head of institution.

Figure 3: Gender balance among heads of mission and heads of institution

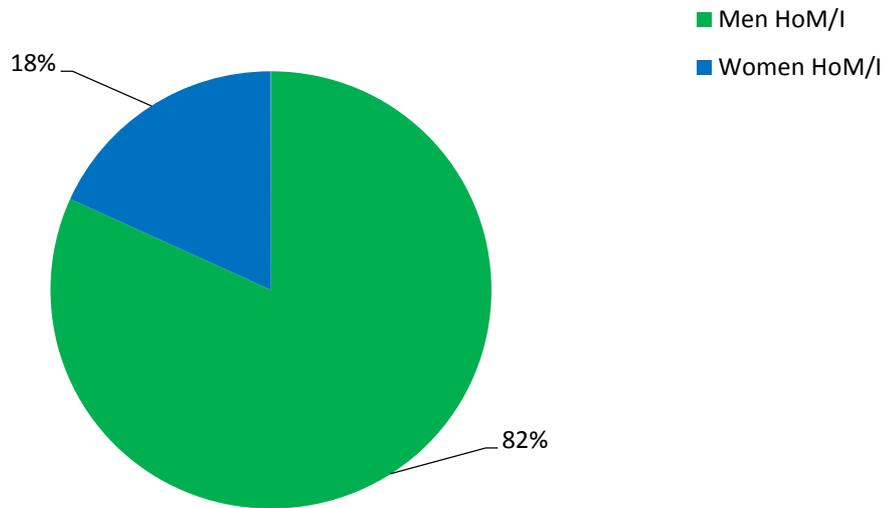


Figure 4: Gender balance among international seconded positions, S-S3 (UB, ExB, SMM and BoM)

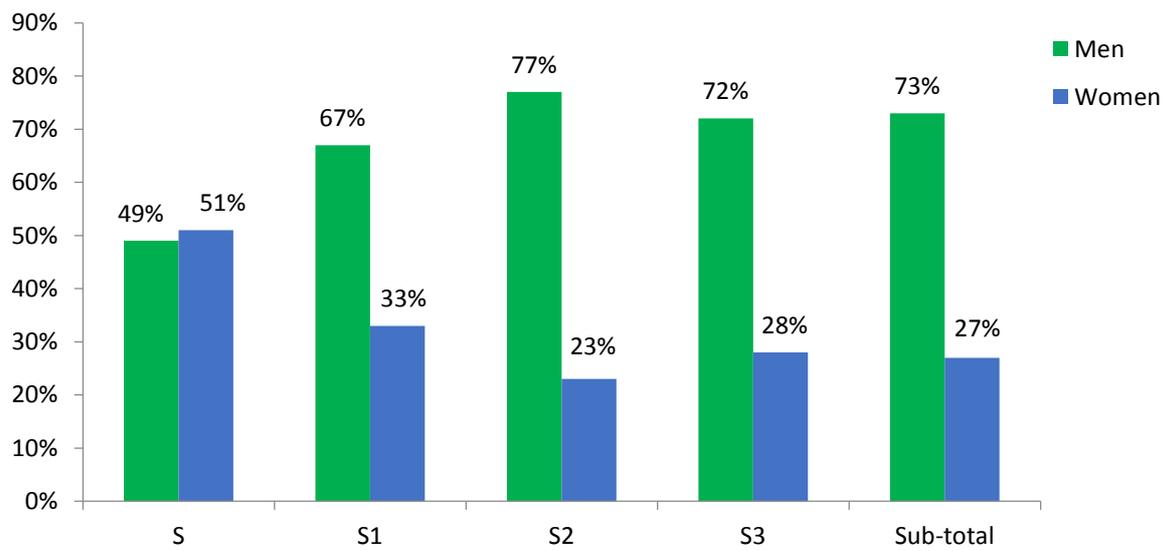
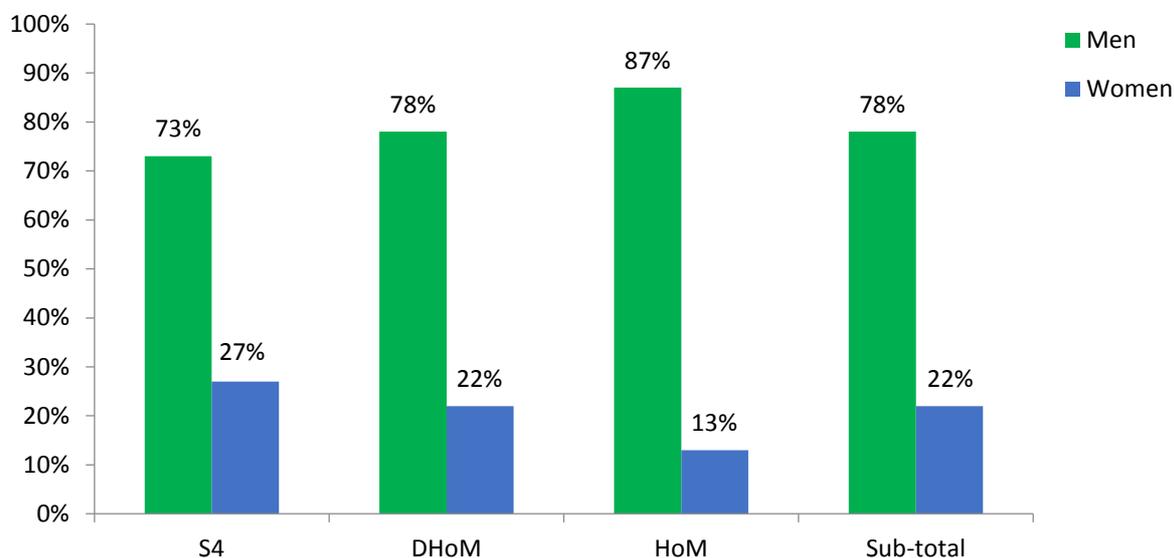


Figure 5: Gender balance among international seconded positions, S4, DHoM and HoM (UB, ExB, SMM and BoM)



Measures towards gender parity in staffing

One critical area of work targets building the OSCE's brand as an employer and expanding the pool of potential candidates through carefully tailored and complementary initiatives. To this end, the DHR continues to implement its Employer Branding Strategy, which, in 2018, included the launch of new programmes such as the monthly Webinar Outreach Programme and the Talent Acquisition Newsletter highlighting career opportunities for women professionals. The Webinar Outreach Programme has counted more than 3,000 unique registrations since its inception. Close to 50 per cent of participants reported that they have never applied for a position at the OSCE, indicating that a brand-new audience of potential applicants has been reached. Close to 50 per cent of registered participants are female. The Talent Acquisition Newsletter, with over 9,000 subscribers, provides recruitment-related information, advice and guidance from a variety of sources, and it has focused on hiring women for thematic areas where they are under-represented. The OSCE also partnered with the Global Careers for Women campaign and Impact Pool's senior managers' women pipeline with the goal of targeting qualified female applicants for positions that men have traditionally dominated.

The DHR continued to closely support participating States through the Talent Acquisition Programme in 2018. This included targeted workshops for participating States to support candidates in terms of improving their job applications for international organizations and preparing for competency-based interviews. By stepping up outreach, the overall situation of secondments has improved drastically since 2015, from a rate of 48 per cent unsuccessful recruitments across all executive structures to 20 per cent in 2018. The DHR expects that in the coming years, due to the greater emphasis on gender parity, the Talent Acquisition Programme will lead to participating States nominating more female candidates.

The DHR provides hiring managers in the Secretariat with a diversity scorecard that features statistical information and analysis on gender and nationalities. Participating States also receive

quarterly reports on the distribution of posts by gender and nationality. In order to ensure that women professionals are adequately considered, vacancy announcements for posts when fewer than 20 per cent of the applicants are of the under-represented gender are automatically extended. Long lists have to include both female and male candidates. To enhance accountability, written justification is required where managers' recruitment recommendations for short lists and/or their final recommendations do not redress gender imbalance. Interview panels must have male and female members, and full balance is sought to the extent possible.

As an initial result of these measures, some departments have already taken the initiative to introduce special measures to promote gender parity among staff, including TNTD, which improved the gender balance in previously male-dominated teams.

Improving accountability for promoting gender equality

To hold leaders accountable for gender mainstreaming, and building on the practice that was introduced for senior managers at the Secretariat in 2017, the DHR introduced mandatory gender-responsive performance objectives for all staff supervisors with the aim of improving gender-responsive management and leadership, as well as accountability for results. The effectiveness of these additional measures will be assessed in the coming years.

Talent management and leadership

Executive structures, in particular the DHR, took new initiatives and strengthened existing programmes aimed at enhancing the capacity of staff for mainstreaming gender in activities, policies, programmes and projects. They also increased their focus on addressing unconscious bias and issues stemming from a gender-inequitable workplace culture.

The OSCE Executive Gender Coach Programme was piloted for all director-level staff at the Secretariat, including the Secretary General (five men and four women). The programme aimed to support senior leadership as they drive the success of the Organization in meeting gender-equality commitments. A particular focus was on a gender-sensitive management culture and working environment and gender mainstreaming of OSCE activities, projects and programmes through the systematic integration of gender analysis. An evaluation of the programme carried out by the Office of Internal Oversight (OiO) revealed positive results and recommended its expansion in the future.

The DHR extended the mentoring programme for female staff members to all executive structures. The programme, which consisted of 42 mentoring pairs, aims to promote career advancement among aspiring junior-level women professionals to senior positions. In this programme, all those receiving mentorship are women, while the mentors are more senior men and women.

In order to create a more gender-sensitive workplace, the OSG Security Management Section established a network of women security focal points in field operations and a roster of trainers. The network enhanced the security awareness of 80 female OSCE staff in 2018.

Gender training

An online survey of gender-related training needs among Secretariat staff carried out in 2018 revealed varying levels of understanding, knowledge and skills related to gender equality and gender mainstreaming. The survey highlighted the demand for contextualized basic and advanced training in the future. In 2018, some progress was made in this area:

- Three hundred ninety-three participants of the General Orientation Induction Programme received orientation on gender mainstreaming by the Gender Section.
- Twenty-three OSCE staff enhanced their knowledge at an annual, three-day, intensive gender training course organized by the DHR and the Gender Section.

- Two hundred thirty OSCE staff members from various departments in the Secretariat and field operations improved specific skills in applying a gender perspective in targeted capacity-building activities conducted by the Gender Section. In particular, targeted training was developed for the first time for administrative departments and units, including the Department of Management and Finance (DMF) and Conference and Language Services. This training covered a wide range of topics such as gender-responsive budgeting, gender-sensitive communication, gender-sensitive conference planning and gender mainstreaming in project cycle management and in procurement. Fifty members of the Gender Focal Point Network benefitted from training on gender analysis and gender impact assessment at their annual meeting.

Several OSCE field operations made conscious efforts to develop staff members' skills and knowledge of gender issues in 2018. The following are noteworthy:

- The Mission to Serbia and the Mission to Skopje developed intranet-based platforms that provide access to all relevant OSCE gender-equality commitments and baseline data on women's human rights and gender equality in their respective countries.
- The OSCE Programme Office in Bishkek organized a Gender School for all human dimension staff, the majority of politico-military dimension staff and six economic and environmental dimension staff. The participants gained fresh knowledge of gender-related issues in Kyrgyzstan, gender stereotypes and tools for gender analysis and mainstreaming of gender in programmatic activities.

Modern workforce practices and professional working environment

In November 2018, the OSCE joined 30 UN and affiliated agencies in a survey on sexual harassment, which reached approximately 4,000 staff across the OSCE. The aim of the survey was to gauge the prevalence of sexual harassment at the OSCE, to provide a baseline for tracking progress in the future and to use disaggregated data to guide actions to prevent and address sexual harassment in the OSCE.

Promoting a professional working environment in election observation

ODIHR established a working group on a professional working environment that adopted measures to create an environment free of discrimination and harassment. These new measures now require that, before deployment, members of election observation missions receive a specific briefing on a professional working environment and how to file complaints. ODIHR prepared a special brochure on how to address workplace concerns, as well as posters that have been translated into 15 languages. These are made available for all election observation activities.

Improving internal mechanisms for advancing gender equality

Gender action plans and executive structures' implementation strategies

In 2018, the Secretariat, ODIHR, the HCNM and ten field operations had gender action plans (GAPs). Three executive structures drafted new and renewed existing GAPs. The Special Monitoring Mission to Ukraine also updated its gender action plan by establishing indicators for measuring progress with specific timelines and responsibilities.

Fourteen executive structures reviewed and updated their gender action plans and strategies,

enhancing results-based monitoring of implementation by developing monitoring frameworks and introducing regular review and monitoring processes. For example, in 2018, the OSCE Secretariat launched the 2018–2020 Roadmap for the Implementation of the Gender Action Plan, with specific work plans supplemented by tangible targets, indicators and baselines. The first annual implementation review showed overall progress, while some departments introduced their own tools and guidance to support a more systematic approach to gender mainstreaming and tracking progress, e.g., TNTD, the Office of the Special Representative for Combating Trafficking in Human Beings (OSR/CTHB) and the DHR. ODIHR’s Gender Leadership Team took stock of the progress made in the implementation of its roadmap by conducting a comprehensive review. Each ODIHR department has its own gender-mainstreaming roadmap, which is regularly updated. The new strategic approach for 2019–2021 includes a separate outcome related to gender mainstreaming.

Gender focal points/gender working groups

The members of the Gender Focal Point (GFP) Network play a key role in supporting their colleagues and senior management in their efforts to promote gender equality, often in addition to an already heavy workload. Several field operations have their own GFP networks or thematic groups. The SMM’s GFP Network was strengthened in 2018 and shared good practices between the different hubs to take special initiatives and contribute to gender-sensitive reporting. To assist the OSCE Gender Focal Point Network, the Gender Section launched a new online collaboration and information-sharing platform for the GFPs on the OSCE Intranet. The GFP Network held its annual meeting in April 2018 with record attendance of 45 (28 women and 17 men).

Enhancing implementation of the Gender Action Plan

In 2018, OSCE executive structures started to implement ten recommendations from the OIO’s thematic evaluation of the implementation of the 2004 Action Plan for the Promotion of Gender Equality. The Secretary General issued a consolidated management response in which all executive structures agreed to take action as soon possible. The aim of such action is to ensure more effective implementation of the GAP across the Organization. Progress on the implementation of recommendations is incorporated in the various sections of this report, specifically on gender mainstreaming in programming in all three dimensions, internal policies and mechanisms and capacity building for staff.

In conclusion, important new policy and practical measures to address existing gaps and challenges in gender balance in the OSCE should be consistently implemented by all managers, and support and active engagement on the part of participating States is essential to achieving results. This goes hand in hand with efforts to address the professional working environment and establish a gender-responsive organizational culture. Gender-related capacity-building efforts require a more systematic, well-resourced programmatic approach, providing specialized and in-depth training, coaching and mentoring for executive structures.

Chapter 2: Progress in implementation of the OSCE's Gender Action Plan in the three dimensions

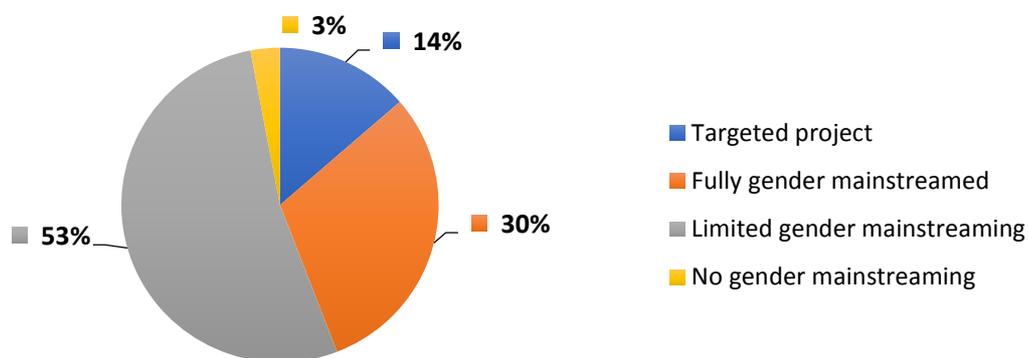
The OSCE Gender Action Plan adopted in 2004 is the key document that sets out strategic goals, objectives and directions for the Organization and its executive structures.

Over the course of 2018, OSCE executive structures made progress in implementing the provisions of the Gender Action Plan across the three dimensions and in cross-cutting areas. A wide range of activities were implemented with the aim of preventing violence against women; promoting the participation of women in political and public life; promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction; promoting equal opportunities for women in the economic sphere; and enhancing national mechanisms for the advancement of women. As ever, attention was given to multiple and intersecting forms of discrimination, with targeted activities addressing the needs of people from minority national and social groups and people living with disabilities.

Executive structures provided self-assessed² data on a total of 367 projects³. Of these, 14 per cent were specifically designed to promote gender equality or women's empowerment, 31 per cent were fully gender-mainstreamed, 53 per cent had limited elements of gender mainstreaming mainly pertaining to equal participation of women and men, and, in 3 per cent, gender was not relevant or was not considered. These figures may indicate that there has been some progress in gender mainstreaming across OSCE projects: in 2017, only 10 per cent of projects were specifically designed to promote gender equality or women's empowerment, while, in 9 per cent, gender was not relevant or was not considered.

In line with earlier years, the rate of fully gender-mainstreamed projects was much higher in the human dimension (38 per cent) than in the politico-military (20 per cent) or the economic and environmental dimension (19 per cent). Projects listed as cross-dimensional have a much higher percentage of fully gender-mainstreamed (38 per cent) or targeted projects (34 per cent) compared to projects covering only one dimension.

Figure 6: Level of gender mainstreaming across all OSCE projects

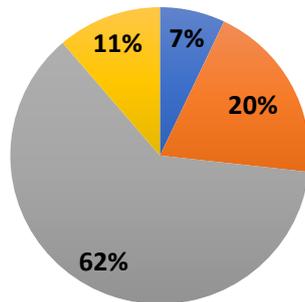


² The value of a self-assessment methodology is limited because of its subjectivity.

³ The projects included do not represent the total number of projects carried out by the OSCE but only those submitted by executive structures for this report. The data presented is based on a self-assessment by executive structures, and the projects were therefore not necessarily reviewed by gender experts.

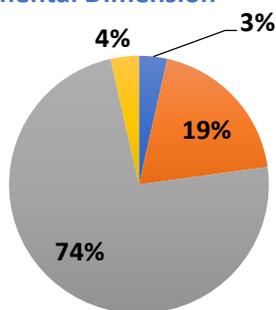
Figure 7: Level of gender mainstreaming across all OSCE projects by dimension

Politico-military Dimension



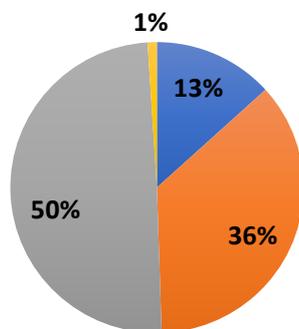
- Targeted project
- Fully gender mainstreamed
- Limited gender mainstreaming
- No gender mainstreaming

Economic and Environmental Dimension



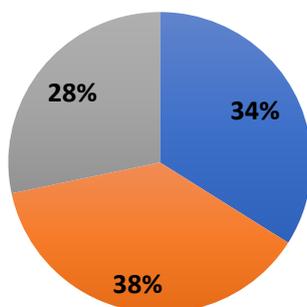
- Targeted project
- Fully gender mainstreamed
- Limited gender mainstreaming
- No gender mainstreaming

Human Dimension



- Targeted project
- Fully gender mainstreamed
- Limited gender mainstreaming
- No gender mainstreaming

Cross-Dimension



- Targeted project
- Fully gender mainstreamed
- Limited gender mainstreaming

Gender balance in OSCE-organized events

Ensuring that women and men participate equally in OSCE events will not only make those events more inclusive, but doing so will also contribute to a higher quality of debate and a diversity of views. Women bring distinct and expert voices to discussions at conferences and forums, but they often remain under-represented in OSCE panels.

Gender-parity panels in the OSCE

The Secretary General has made attaining gender parity at OSCE-organized events a priority and issued an inter-office memorandum on ending male-only panels. In order to monitor progress, the OSCE **Gender Section** conducted an analysis of gender parity in 194 panels at conferences organized by the OSCE in 2018, covering all three dimensions. The findings revealed that men dominate as speakers at OSCE events: overall, 66 per cent of speakers were men, and 34 per cent of speakers were women. There were 40 male-only panels. There were also 14 all-female panels, which were mainly during conferences and events related to the human dimension and gender-equality topics.

Table 1: Gender-parity Panels at OSCE Conferences (analysis by the Gender Section)

	Share of female speakers	Share of male speakers
Politico-military Dimension events	29%	71%
Economic and Environmental Dimension Events	28%	72%
Human Dimension Events	56%	44%
Joint Committees and the Permanent Council	26%	74%
All Panels (194 total)	34%	66%

Table 2: Single-sex Panels at OSCE Conferences

	Including moderators	Excluding moderators	Total
All-male Panels	10	30	40
All-female Panels	5	9	14

Many OSCE structures and Secretariat departments and units have taken action aimed at making gender-balanced panels a reality:

- **Conference and Languages Services** has helped produce data at OSCE events by monitoring and reporting on gender balance among event participants.
- **External Co-operation** has established a new travel scheme with an integrated gender perspective aimed at sponsoring the participation of representatives from partner countries in OSCE events.
- The **Centre in Ashgabat** and the **Programme Office in Nur-Sultan** introduced language on the importance of gender balance in formal correspondence with government bodies and other partner organizations and requested that they nominate women candidates for participation in events. This has resulted in more women participating in OSCE events, particularly in Turkmenistan.

- The **Transnational Threats Department** implemented a clear strategy of ensuring gender-parity panels at security-related events. The success in increasing the number of women speakers and trainers and participants at TNTD-organized events was also due to the adoption of greater cultural sensitivity in official invitation letters.

First dimension: politico-military

OSCE executive structures made considerable progress in promoting the integration of a gender perspective within the first dimension of politico-military affairs despite significant structural challenges, including the low numbers of women employed in the security sector, particularly at the decision-making level, and the lack of women's meaningful participation in peace processes. Noteworthy are new tools and knowledge materials developed by the OSCE that aim to promote the inclusion of women in mediation and dialogue facilitation, the inclusion of women as significant actors in preventing and combating violent extremism, along with targeted training materials for stakeholders on gender issues in the security sector, resulting in increased capacity of police and border service personnel.

The conference "Women in the Security Sector: Challenges and Opportunities for the OSCE Area and Beyond", organized jointly by the CiO, the Gender Section and ODIHR in Vienna, provided a platform for the participating States to further engage in discussing the challenges and barriers for women's participation in the security sector. Based on good practices shared by expert speakers, the conference yielded a number of recommendations on how OSCE participating States and executive structures could work towards women's increased participation in the security sector and in the OSCE's politico-military dimension.

Women, peace and security

Significant milestones were reached in promoting the implementation of United Nations Security Council Resolution (UNSCR) 1325 on women, peace and security, which continued to be a priority for the OSCE.

In 2018, the **Gender Section** concluded a project on regional-level capacity-building support on the implementation of UNSCR 1325 through national action plans. In 2017–2018, four capacity-building workshops on NAPs were organized for representatives of six participating States and civil society in Armenia and Ukraine, as well as in Vienna. Furthermore, an international conference on women, peace and security was organized in co-operation with the Global Network of Women Peacebuilders and UN Women. More than 80 per cent of its participants from participating States (66 women, 8 men) reported improved skills, knowledge to advance the women, peace and security agenda, and expanded networks to support their work. The workshop in Armenia contributed significantly to the drafting and advocacy process for Armenia's NAP, which was adopted in March 2019. As co-chair of the stakeholders' group for the NAP for the UNSCR 1325 on Women, Peace and Security Agenda in Albania, the **Presence in Albania** provided valuable support for the drafting, which led to the eventual adoption of the country's first NAP for UNSCR 1325 (2018–2020).

The **Mission to Serbia** supported the implementation of Serbia's NAP on UNSCR 1325 and ensured co-operation between civil society and relevant institutions at the local level by awarding small grants to civil society organizations (CSOs) in 15 municipalities and rural communities. This enabled key local stakeholders to familiarize themselves with the NAP (2017–2020) and strengthened the capacity of the Women, Peace and Security civil society network to monitor and report on the implementation of the NAP.

OSCE field operations contributed to sustainable capacity-building for better implementation of the WPS agenda in participating States through integration in the curricula of existing training courses. For example, training on the practical application of UNSCR 1325 was included in a pre-deployment course run by the **Mission to Serbia** for future civilian secondees to OSCE, EU and UN international missions. The **Project Co-ordinator in Ukraine** conducted training on UNSCR 1325 for the Interior Ministry's new network of 37 gender focal points and instructors in the Ministry's educational institutions.

A significant achievement on the part of the **Special Monitoring Mission to Ukraine** was its second thematic report on gender dimensions of the mission's reporting in December 2018. The report focused on women's participation in peacebuilding, political life and security sector work, as well as on conflict-related sexual violence and trafficking in human beings.

Mediation and dialogue facilitation

The **Conflict Prevention Centre**, in co-operation with the **Gender Section**, further developed an OSCE toolkit on inclusion of women for more effective peace processes. Due to be published in 2019, the toolkit takes stock of current initiatives in the OSCE area and identifies approaches to increasing the meaningful participation of women in OSCE peace processes. As a result of efforts on the part of the Conflict Prevention Centre (CPC), OSCE staff improved their awareness of the benefits of mainstreaming gender in peace processes and dialogue facilitation. Consequently, the **Mission to Moldova** initiated a gender mapping exercise for all 13 working and sub-working groups that was important for better integration of a gender perspective in the Transdnestrian settlement process. The confidence-building workshops on human rights involving 85 female and 65 male legal professionals from NGOs on both banks of the Dniester/Nistru River also resulted in greater awareness and recognition of the different views and needs of women and men.

Violent extremism and radicalization that lead to terrorism (VERLT)

The OSCE took important steps in promoting the inclusion of a gender perspective in interventions aimed at preventing and countering terrorism and violent extremism, and in supporting the inclusion of women in activities addressing violent extremism and radicalization that lead to terrorism.

The OSCE-wide counter-terrorism conference "The Reverse Flow of Foreign Terrorist Fighters (FTFs): Joint Challenges for the OSCE Area and Beyond", held in Rome in May 2018, devoted special attention to gender, women's empowerment and youth in preventing and countering VERLT. The conference offered participating States a platform to discuss the complex roles of women, men, boys and girls in the FTF phenomenon and to exchange views and good practices on how to develop appropriate gender- and age-sensitive policies and applicable criminal justice measures.

The **Secretariat's Transnational Threats Department (TNTD)** made significant progress in addressing gender dimensions of countering violent extremism. Gender-sensitive approaches were incorporated into the curriculum and management of the pilot Leaders against Intolerance and Violent Extremism (LIVE) course for community leaders. The course achieved gender parity among the participants and also showed that women-specific programmes can generate safe spaces where creativity and innovation are fostered. A publication entitled *Gender Mainstreaming in Operational Responses to Countering Violent Extremism: A Security Sector Manual*, developed by TNTD in 2018, directly addresses the role of gender in responding to violent extremism and radicalization that lead to terrorism. The outcomes of these knowledge products are likely to be sustainable in the long term.

The **Programme Office in Nur-Sultan** contributed to capacity building among representatives of the security sector, criminal justice sector and civil society, who learned about deradicalization and rehabilitation programmes for convicted violent extremists, including returning foreign terrorist fighters and their families. The Office also supported the Central Asian Regional Security Conference on new challenges and approaches to regional and global security, which also focused on the varying impact of contemporary terrorist activities on women and children. The **Programme Office in Dushanbe**, in a series of training events entitled “Parents against Terrorism”, helped improve community resilience at the grass-roots level through parental discussions, fostering partnership links between local communities and law enforcement bodies, and promoting a community policing approach. A significant number of female experts (both local and international) were involved in writing, mentoring, evaluating and delivering the training, which highlighted women’s role in security and the role of mothers as positive agents for change in preventing violent extremism and radicalization that lead to terrorism among young people.

Supporting women as experts on violent extremism and radicalization that lead to terrorism in Serbia

The **Mission to Serbia’s** project on countering violent extremism committed to ensuring that women are not viewed as victims but as experts who should be involved in all aspects of policy, programming and practices addressing violent extremism and radicalization that lead to terrorism. As part of the project, a group of female experts representing a variety of academic disciplines has been meeting regularly since late 2017 to network, share information and strengthen professional ties. Now, the members of the network are increasingly recognized by the government as experts in this field. The Ministry of Education incorporated their input on prevention of violent extremism and radicalization that lead to terrorism into guidelines for violence prevention teams in schools and for the updated civic education curriculum. Three women who were trained using the LIVE methodology have become trainers for young people, and they now conduct training through national institutions and civil society organizations.

Women’s participation and gender mainstreaming in the security sector

OSCE executive structures made progress in strengthening women’s participation in the security sector, including through support for professional networks and capacity-building for police and law enforcement agencies.

ODIHR launched an important baseline study called *Women in the Armed Forces in the OSCE Region* that highlights specific policies and legislation related to the recruitment, retention and advancement of women in the armed forces. This pioneering study is the first of its kind in terms of its geographical and technical scope and will be used to monitor future progress. The **Conflict Prevention Centre**, in co-operation with the United Nations Office for Disarmament Affairs in Vienna, carried out the first round of its new training programme, the OSCE Scholarship for Peace and Security, to advance women’s participation in policy-making, planning and implementation processes in the areas of arms control, disarmament and non-proliferation. Fifty young women and ten young men were trained. Graduates of this programme are expected to pursue disarmament issues in their future work; however, in order to realize their potential, there is a need for more support for this group of young women.

With the aim of promoting equal opportunities in the armed forces and enhancing the retention of women soldiers, the **Mission to Bosnia and Herzegovina** supported a workshop to strengthen legal

provisions for women in the armed forces where gender focal points at the Defence Ministry, representatives of the Gender Equality Agency and legal experts came together to develop specific proposals for the authorities. The **Project Co-ordinator in Ukraine** facilitated a series of public discussions on strengthening democratic control of armed forces, which resulted in the development of a roadmap for the Defence Ministry. The roadmap identified the need to build institutional capacity for gender mainstreaming, change legislative frameworks for inclusive gender policies and introduce a gender-based approach in human resource management. **ODIHR** also provided recommendations for military commanders in Ukraine on the prevention of gender-based violence and, committed to further technical support, through capacity-building and awareness-raising.

Capacity-building activities were central to the work of many executive structures in this area. Support for women working in police and law enforcement came from the **Mission to Bosnia and Herzegovina**, which held six workshops for 127 female police officers on assessing the role of women in law enforcement, and provided support to the Association of Women Police Officers. The **Mission to Montenegro** assisted the Interior Ministry and the Police Directorate in their efforts to improve professional standards, including gender mainstreaming, in line with international standards and best practices, and supported the drafting of the first Police Human Resources Management Strategy 2019–2024 and Action Plan 2019–2020, which included gender mainstreaming as a key strategic goal. The newly established Women Police Association of Montenegro was strengthened with support from the Mission to Montenegro, which offered them three training courses on project writing, communication and presentation skills. The **Programme Office in Bishkek** continued to support the Kyrgyz Association of Women in the Security Sector, organizing a regional conference called “The role of women from the security sector in sustainable development of regions”, which resulted in the establishment of close networks between the association and the Public Council of Tajikistan’s Interior Ministry and the Women’s Committee of Uzbekistan. The Programme Office in Bishkek also supported women prison staff through the establishment of a room for staff from Prison No. 2 in the village of Stepnoe, where staff members can receive professional psychological assistance aimed at strengthening their occupational resilience and helping them deal with emotional and professional burnout.

Fifty-nine women police officers enhanced their professional capacities in key areas, including trafficking in human beings and countering and preventing violent extremism in training organized by the **Mission to Kosovo**.⁴ Sixteen participants received certification as trainers and will be able to deliver in-service training within their police stations/regions. The **Mission in Skopje** continued its mentoring programme for women in the police, with 50 participants completing the programme. The **Project Co-ordinator in Uzbekistan** facilitated connections between the Women’s Committee and local neighbourhood women’s advisers and the police force in order to promote women’s participation and women’s role in crime prevention and to create entry points for future co-operation between women’s organizations and law enforcement.

The **Programme Office in Dushanbe** continued advocacy with participating States to nominate qualified female candidates for the two annual staff courses organized by the **Border Management Staff College**, which resulted in more women than men participating for the first time in the College’s nine-year history. In addition, a module on gender issues in border management has become an integral part of the curriculum as a result of the revision conducted in 2018. The **Centre in Ashgabat** conducted a survey of the legislation and practices pertaining to women’s employment in the State Border, Customs and Migration Services of Turkmenistan, along with policy

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.

recommendations aimed at encouraging women to apply and work in this sector. The Centre also led a joint Turkmen-Afghan Workshop on interagency co-operation in border security and management, where participants learned about best practices in gender mainstreaming. The **Transnational Threats Department** created an online platform for gender equality on border security and management, along with an online training course. A core group of gender focal points from the border agencies of 16 participating States was set up and is now preparing to further advance their skills and knowledge in this technical area of security. Also, through persistent efforts, TNTD managed to increase the number of female speakers/trainers at BSMU workshops and training courses from 4 per cent in 2017 to 23 per cent in 2018, as well as of female participants attending BSMU training in 2018 from 10 per cent to 25 per cent, and the number of female points of contact from the Mediterranean Partners for Co-operation increased from zero to five.

Humanitarian mine action

The **Project Co-ordinator in Ukraine** teamed up with the Gender and Mine Action Programme to promote gender mainstreaming and inclusivity in the field of humanitarian mine action. As a result of PCU activities, traditional gender stereotypes about women's roles in mine action have started changing. The number of women participating in mine action regional round tables increased from 19 per cent in 2017 to 39 per cent in 2018. Project partners – the Ministry of Defence and State Emergency Service – started to train and employ women for different activities in mine action, e.g., as instructors on the Information Management System in Mine Action and as mine risk education trainers. More women are also employed by international operators as deminers, non-technical survey officers and mine risk education instructors. Moreover, starting in 2019, women can enrol in a college to study demining as a profession.

In conclusion, there was considerable progress in mainstreaming gender in the politico-military dimension, in particular through knowledge products that have been made available. These would require wider dissemination and use by stakeholders. Unwavering support for women mediators and women working in the security sector should remain a priority, along with more in-depth, gender-sensitive conflict analysis and programming at all stages.

Second dimension: economic and environmental

Several important steps advanced progress for greater mainstreaming of a gender perspective in the second dimension in 2018. OSCE executive structures, in collaboration with the Italian Chairperson-in-Office, promoted women's participation in the changing world of work and in environmental policy-making. The "Declaration on the digital economy as a driver for promoting co-operation, security and growth", adopted by the Ministerial Council in Milan, highlighted the inclusion of women, youth and people with a disability. A decision on human capital development in the digital era was also adopted, encouraging participating States to "*promote education, vocational training and retraining, in particular for women and girls, and especially in the fields of science, technology, engineering and mathematics, as a key measure to reduce digital divides and to advance the empowerment of women by promoting opportunities, including in the economy*".

The **Italian OSCE Chair** and the **Gender Section** joined forces to organize an event called "Digital Transformation – Challenges and Opportunities for Women to Shape Economic Progress in the OSCE Area". For the first time, experts and policymakers from OSCE participating States had a platform to discuss risks and opportunities presented by the digital transformation of the economy for women and to share good practices on women's equal participation in the workforce. At the implementation level, the **Office of the Co-ordinator of Economic and Environmental Activities** promoted entrepreneurial skills among young people in the Western Balkans as one possible

measure to counteract the persistent mismatch of skills in the labour market and the potential disruptive effects of digitalization on youth employment opportunities through the project “Young Developers and Entrepreneurs to Advance Start-ups in the Western Balkans”. The project provided an opportunity for 11 young women and seven young men to articulate their distinct perspectives on enhancing future policies.

A joint visit to Uzbekistan by the OSCE Senior Gender Adviser with **the Special Representative of the Chairperson-in-Office on Gender Issues** provided an opportunity to promote gender equality in Uzbekistan and the wider region and to discuss and share developments in the area of women’s economic empowerment. Under a cross-dimensional programme organized by the **Gender Section**, 11 NGOs from Belarus received a general introduction to establishing mentor networks, and seven NGOs were equipped with more in-depth skills and knowledge. Two NGOs have already established their own mentor network as a result of the training, and the project also contributed to the establishment of new co-operation and learning in the OSCE between Serbian and Belarusian NGOs.

Supporting women’s economic participation

Targeted activities by executive structures have further contributed to the economic empowerment of women, with a particular focus on disadvantaged groups of women. Through activities conducted by the **Programme Office in Bishkek**, women entrepreneurs in the southern province of Osh improved their knowledge and skills in marketing and branding and learned how to promote and sell goods and services online and through social networks. Members of women’s initiative groups (WIGs), also organized by the Programme Office in Bishkek, were equipped with skills to develop and run small and medium-sized businesses, enabling WIG members to start businesses in sewing, food processing and tourism. In Kazakhstan, the **Programme Office in Nur-Sultan** supported the First Rural Women’s Forum, where 250 participants from 14 regions of the country highlighted women’s achievements and contributions to the implementation of state policies aimed at developing the agricultural sector. Over 150 participants from across the OSCE region gathered for the **Project Co-ordinator in Uzbekistan**-supported “Women entrepreneurship week”. The Co-ordinator also co-organized an international conference on developing women’s entrepreneurship through innovation and investment.

Co-operation between Kosovo Albanian and Kosovo Serb women entrepreneurs was further enhanced as 50 women entrepreneurs from mixed communities received training on the professional presentation of their products with support from the **Mission to Kosovo**. At a round table in Belgrade, 24 women politicians, civil society activists and representatives of businesses from Albania, Bosnia and Herzegovina, Kosovo, Montenegro, Serbia and Slovenia, as well as members of the Balkan Initiative – Women of the Balkans for New Politics, exchanged vocational training practices on improving the employability of young people, with a focus on young women. The round table was organized by the **Mission to Serbia**.

Fair recruitment procedures, successful return and reintegration of migrant workers and the matching of migrant workers’ skills was the theme of an event organized by the **Centre in Ashgabat** called “Harnessing the potential of labour migration for the economic development of Turkmenistan”. Forty-three per cent of the participants were women, who contributed their perspectives on this important subject and ensured that aspects related to gender and age were taken into account. A countrywide research study on current trends and causes of migration supported by the **Project Co-ordinator in Uzbekistan** surveyed the labour rights of women and men during the reporting period. The findings will be used to guide future policy-making and OSCE programming.

Gender equality and anti-corruption

In 2018, awareness of gender issues in the OSCE's anti-corruption work increased. A significant step forward in this area was made at a subregional workshop on gender equality and corruption organized by the **Mission to Bosnia and Herzegovina, ODIHR, the Presence in Albania and the Missions to Montenegro, to Serbia and to Skopje**. It brought together men and women representing parliaments and relevant agencies from six participating States. The participants exchanged good practices in the fight against corruption, particularly underlying the importance of transparency and gender sensitivity on the part of their institutions and policies. The workshop was followed by a meeting of women MPs at which recommendations were agreed on greater regional co-operation among legislative institutions, as well as on the development of gender-sensitive budgets and increasing quotas for women in decision-making positions.

Gendered anti-corruption messages and attention to participation of both men and women were highlighted during an anti-corruption week co-organized by the **Project Co-ordinator in Uzbekistan**. The role of women and young people in the use of technology and innovative digital tools to fight corruption was a subject of discussion at an expert seminar organized by the **Office of the Co-ordinator of Economic and Environmental Activities** called "New Approaches and Practical Tools to Prevent Corruption at the Local Level". The seminar gathered over 70 experts and practitioners from 30 participating States and presented some examples of the latest use of technology.

Gender and the environment

Women's participation in policy development and implementation received attention from several executive structures. At the First Rural Women's Forum, organized with support from the **Programme Office in Nur-Sultan**, the focus was on women's contribution to the sustainable development of rural areas in Kazakhstan. The forum served as a platform to facilitate women's

Practical training for women as environmental actors in Tajikistan

The **Programme Office in Dushanbe** supported the Aarhus Centres in Garm, Bokhtar and Jayhun in Tajikistan in enhancing the role of women in environmental protection. Women-only training sessions were organized to increase the number of women active in this field. One hundred twenty-five participants learned about the main principles of the Aarhus Convention, challenges related to domestic waste management, the revival of traditional means of domestic waste recycling and principles of a green economy. Practical training was also offered to participants on how to make reusable bags that were later distributed in local markets and grocery shops.

involvement in the green economy, to promote the adoption of organic agriculture and to highlight women's achievements and contributions in developing the agricultural sector. This was the first major event in Kazakhstan dedicated exclusively to the economic empowerment of women from rural areas, where the focus was on the promotion of sustainable agricultural practices.

The **Mission to Serbia** worked to mainstream a gender perspective into disaster risk management, working with partners to develop a gender-sensitive Model Plan for Managing Risks of Natural Hazards in Local Governance Units. The model plan will be used to empower local authorities to develop local disaster risk management plans that give due consideration to gender and vulnerability.

The **High-Level Planning Group introduced a new** programme on planning for environmental protection and management support systems in peacekeeping operations. The initiative focuses on

the protection of natural resources and the mitigation of risks to local populations in mission areas. The programme is aware of strong gender aspects and intends to explore and develop these fully.

In conclusion, the diverse activities of OSCE field operations in the second dimension have contributed to the achievement of gender-related goals, including the UN Sustainable Development Goals, by host participating States. Targeted activities for women's meaningful participation in economic and environmental governance are of utmost importance. Similarly, gender impact analyses in programming should go beyond mere numbers of participants but should critically examine and integrate a gender perspective in a more systematic way into the planned outcomes of the OSCE's work. For this to happen, knowledge should be generated through stock-taking assessments, the development of good practices and lessons learned and practical guidance for staff and partners at the country level.

Third dimension: human rights and democracy

Significant steps were taken in 2018 to advance gender equality in various aspects of the human dimension, including women's political participation, enhancing diversity and gender mainstreaming in justice systems and promoting the safety of women journalists.

Legal standards for gender equality and their implementation

In line with national priorities, OSCE executive structures assisted host countries in enhancing gender-sensitive legal frameworks. The following efforts are noteworthy:

- The **Mission to Serbia** supported implementation of the Gender Equality Law at the local level throughout the country. Also, representatives of Serbia's ombudsperson institutions debated challenges in the implementation of the legal and strategic framework for ensuring gender equality in the country.
- A study tour to Serbia for parliamentarians and representatives of various government ministries of Tajikistan organized by the **Programme Office in Dushanbe** was a useful opportunity for participants to learn about the efforts of the Serbian Government aimed at achieving gender equality. As result, a high-level working group under the Presidential Administration was formed upon their return to prepare amendments to the Law on Domestic Violence, the Criminal Code and the Family Code.
- Representatives of the governmental and non-governmental sectors in Turkmenistan improved their knowledge of gender equality at events organized by the **Centre in Ashgabat** such as a round-table event on gender mainstreaming and good practices in creating national mechanisms for the promotion of gender equality from across the OSCE region. The Centre also held another round table on *The Ljubljana Guidelines on Integration of Diverse Societies*, where women's critical role in building diverse societies was stressed.

Usage of the gender-equality section of the **ODIHR**-managed online legislative database Legislationline.org, which includes a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States, is increasing. In 2018, the section was visited around 13,500 times, compared to 12,000 times in 2017.

Participation of women in political and public life

OSCE field operations and ODIHR built the skills and knowledge of female MPs and candidates, members of political parties and civil society representatives. Several novel approaches to capacity building in the area of the political participation of women were introduced. The Young Professional

Innovation: recognizing political realities in providing training for women politicians in Bosnia and Herzegovina

In preparation for the 2018 general elections, the **Mission to Bosnia and Herzegovina** trained 100 women candidates from seven major political parties on media skills, adopting a new approach to training women politicians exclusively within their political parties. This approach contradicts the widely held assumption that women politicians share similar political views and that women who are members of various political parties should attend the same workshops. Training conducted this way helped to develop trust between facilitators and attendees, while also enabling party members to create stronger connections and networks. The Mission developed this approach by capitalizing on ODIHR's project on gender audits of the largest political parties in Bosnia and Herzegovina, and it will continue applying this approach in its work with political parties.

Apprenticeship Programme implemented by the **Presence in Albania**, in partnership with the Alliance of Women MPs in the Assembly of Albania, assisted women MPs in their work and in advancing gender-equality agendas in the parliament. It also enabled eight young women and five young men to gain work experience and broaden their knowledge and understanding of gender.

The **Mission to Skopje** provided capacity building for the Women Parliamentarians' Club on constituency relations and public speaking. In co-operation with the Serbian Women's Parliamentary Network and UNDP Serbia, the **Mission to Serbia** brought together 400 participants for the Sixth National Conference of the Women's Parliamentary Network in the Serbian Parliament, providing them with a platform to place gender equality high on the political agenda. A set of conclusions was agreed that would guide the future work of MPs. In addition, prominent young female politicians and civil society activists from Albania, Bosnia and Herzegovina, Croatia and Montenegro debated the links between gender equality and security at the Belgrade Security Forum. In Tajikistan, the support of the **Programme Office in Dushanbe** resulted in a strong commitment by seven registered political parties to develop and implement their third gender action plans with a focus on gender budgeting and mainstreaming. All political parties adopted their respective gender action plans.

ODIHR made a significant contribution by introducing a gender audit methodology for political parties and a pilot online tool in 2018. Once fully running, the tool will enable users to assess the gender sensitivity of political parties and to determine steps that could be taken to address any identified gaps. In Poland, 50 aspiring women candidates took part in training to improve their skills ahead of the 2018 local elections. A record number of women, 45.8 per cent of all candidates, ran for elected office in the Polish local elections, and women won in around 30 per cent of those races. ODIHR placed a special emphasis on strengthening the women's movement in 2018, e.g., by supporting the organization of the 10th Congress of Women in Poland and providing critical support for the Second Ukrainian Women's Congress. Additionally, focus groups were conducted in five regions of Ukraine to learn about perceptions of gender dimensions of public integrity. A report will be published in 2019 and will be used to inform future policy development.

Gender and electoral processes

Women's equal participation in OSCE election observation activities became a steady feature due to consistent efforts on the part of ODIHR, which engaged with participating States to ensure gender-balanced teams for election monitoring and provided a platform for exchanges of good practices and measures taken by participating States to second equal numbers of women and men during a meeting of focal points for election observation in June 2018. For the 16 election observation activities undertaken by ODIHR in 2018, women accounted for 58 per cent of externally recruited

core team members (62 women and 44 men) and 60 per cent of heads of mission (nine women and six men). These were higher than the percentages for core team members in 2017 (35 per cent) and 2016 (40 per cent) and higher than the percentage of women appointed as heads of mission in 2017 (41 per cent). The **Parliamentary Assembly** also succeeded in achieving gender parity among the leaders of election observation missions, with women accounting for 53 per cent of mission heads.

All reports published by **ODIHR** on election observation activities systematically drew attention to the role, participation and representation of women in electoral processes and political life. ODIHR also provided ongoing gender-sensitive support in the Western Balkans to track the follow-up of around 700 election recommendations from 26 election observation reports. The outcomes of this support will be assessed in 2019 along with the gaps, challenges and proposed next steps.

Gender and justice systems

Crucial new steps by executive structures have advanced the discourse to enable greater gender sensitivity on the part of justice systems. **ODIHR** finalized and shared a discussion paper on gender, diversity and justice that provides recommendations to guide future policies and legal reforms and that can be used as an advocacy tool to promote proportional representation of women and minorities within the judiciary and prosecution service. In line with the report's recommendations, ODIHR also started work to better reflect concerns related to gender and diversity in trial-monitoring activities, such as implicit bias or direct and indirect discrimination and stereotyping.

Field operations further promoted gender-sensitive justice systems. At a women's breakfast on the margins of the seventh Central Asian Criminal Justice Forum hosted by the **Programme Office in Bishkek**, delegates from Central Asian states, as well as Belarus, Russia and Ukraine, shared their experiences of gender issues in criminal justice systems. The **Mission to Bosnia and Herzegovina** supported trial monitoring of cases of gender-based violence in 12 courts. The **Mission to Kosovo** organized training workshops for more than 700 (35 per cent women) judges and prosecutors on a range of issues, including hate crimes, proceedings relating to women's inheritance rights and other property issues, and gender-based violence. Research on gender bias among judges and lawyers informed a handbook for legal professionals published by the **Project Co-ordinator in Ukraine**. The Project Co-ordinator in Ukraine also designed and piloted a course on gender equality for the curriculum at the School of Judges and supported the establishment of a nationwide network for gender focal points for courts.

Awareness raising and education on gender equality

Many innovative forms for reaching various target groups yielded tangible results. The **Mission to Bosnia and Herzegovina** continued its work with teachers on the promotion of gender equality. The **Mission to Moldova** ran a series of 29 public lectures that reached out to more than 1,000 vocational school students on gender equality and healthy family relationships. The **Mission to Serbia** supported the revision of the civic education curriculum for primary and secondary schools, which includes a special focus on gender equality and challenging gender stereotypes.

The **Programme Office in Bishkek** highlighted gender issues in politics and security and in the economic, social and legal fields in the region at a workshop called "Gender Issues in Central Asia" for OSCE Academy alumni and experts from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan.

In order to address gender stereotypes in rural areas, the **Programme Office in Dushanbe** conducted 20 mobile training courses on gender stereotypes and gender-based discrimination in three regions of Tajikistan, reaching 438 people. Women politicians took part in the training courses, providing examples of women in leadership positions. Similarly, the **Programme Office in Nur-Sultan** addressed gender biases with central and local authorities in the implementation of domestic

violence legislation. The **Mission to Serbia** supported the development of a GAP for the University of Belgrade Law Faculty and supported comprehensive non-discrimination training for labour inspectors. The training included a strong gender component on discrimination in the labour market. The **Project Co-ordinator in Ukraine** included a session on gender-based violence in times of conflict in its annual law school for law professors; as a consequence, more women law professors applied to participate, having been previously under-represented at other events.

Gender equality in the media and freedom of information

Executive structures implemented innovative approaches to raising awareness about the online safety of female journalists, as well as on the need for gender-sensitive and inclusive strategies to counter this threat. In a new approach, the **OSCE Representative on Freedom of the Media** produced the first-ever full-length documentary film on the safety of female journalists online.

OSCE documentary: *A Dark Place: Safety of Female Journalists Online*

Journalists are regular targets of online attacks, and female journalists face a double burden: being attacked as journalists and as women. Online harassment against female journalists is more than just an attack on media freedom, it directly affects the quality of democracy, including a society's fundamental right to access information, as well as media pluralism. *A Dark Place: Safety of Female Journalists Online*, a full-length documentary produced and filmed by the Office of the Representative on Freedom of the Media, highlights the stories of women journalists and experts on gender and media in eight OSCE countries: Austria, Finland, the Russian Federation, Serbia, Spain, Turkey, the United Kingdom and the United States. The OSCE's first documentary film, and the first on this topic, *A Dark Place* showcases digital storytelling as an important method for sharing women's stories and experiences directly with viewers. It demonstrates how women journalists everywhere have become the targets of vicious online campaigns that seek to smear their reputations, flood their inboxes with threats of sexual violence and expose their families, all designed to silence dissenting voices.

In addition, women journalists shared their experiences at an event in the margins of the OSCE's 2018 Human Dimension Implementation Meeting. The OSCE South East Europe Media Conference, organized by the RFOM, discussed the need to recognize the double burden faced by female journalists and recommended the development of a gender-mainstreamed strategy to better ensure their safety online and offline. Furthermore, the **Mission to Serbia** facilitated the process of drafting Serbia's new media strategy, which addresses the shortcomings of the media sector in implementing regulations against gender stereotypes and discrimination against women.

OSCE partners in a number of participating States raised awareness of gender sensitivity in the media and the role of journalists. At a Media Partnership Conference, the **Programme Office in Bishkek** dedicated a special session to gender sensitivity and the role of journalists in reporting on gender-related issues. The **Mission to Montenegro** organized or supported a series of media-related events with a strong gender focus. The **Centre in Ashgabat** hired women experts and ensured more equal participation of women in the courses and summer school that the Centre ran for journalism students.

National minorities and gender

Gender mainstreaming in OSCE programming on national minorities brought tangible results in the increased equal participation of women and men, as well as in the substantive content. The **Mission**

to **Bosnia and Herzegovina** conducted a review of existing local Roma action plans. The review considered the degree to which such plans were gender-mainstreamed and provided a methodology for local stakeholders to ensure gender sensitivity in drawing up new action plans. **ODIHR** developed a new train-the-trainer programme for national police institutions to provide training on effective and human rights-compliant policing in Roma and Sinti communities. Twenty-eight police trainers from Poland and Slovakia (15 men and 13 women) enhanced their training skills on this theme. Additionally, 19 police officers (12 men and seven women) working with Roma, Ashkali and Egyptian communities in Kosovo received training to ensure the protection and promotion of human rights in police work. The evaluations of both training courses demonstrated increased confidence in addressing gender-specific issues that Roma and Sinti women face in police-related work.

At the 10th Congress of Women in Poland, organized with support from ODIHR, Roma women participated as speakers on panels for the first time in the history of the Congress, highlighting the current state of affairs regarding the situation of Roma women in general and their participation in both public and political life. Roma women also highlighted the need for the Congress to diversify its constituency and to address the participation of Roma women and of women of other ethnic and religious minorities.

A diversity school for higher education students in Georgia organized by the **High Commissioner on National Minorities** aimed to support the social inclusion and civil integration of ethnic-minority students, and it included a presentation on gender equality. A programme for young people from minority groups enabled them to work as interns with political parties; 40 per cent of the interns were young women. This level of participation among young women from minority groups was a significant achievement, as the participation of women from national minorities in politics is extremely limited in Georgia.

Hate crimes and hate speech

ODIHR integrated a new category of sex-based hate crime in its reporting. This means that participating States, CSOs and intergovernmental organizations will now be required to include this strand of hate crime in their reporting, and the data collected will be published at hatecrime.osce.org. This new category enables ODIHR to better show instances where gender intersects with other forms of discrimination and hate crime (e.g., ripping off hijabs worn by Muslim women, attacks on feminist organizations or misogynistic attacks on women). Two flagship ODIHR publications – *Addressing Anti-Semitism Through Education: –Guidelines for Policymakers* and *Coalition Building for Tolerance and Non-Discrimination* – were gender-mainstreamed through a collaborative and consultative drafting process.

The **Mission to Moldova** trained a total of 36 lawyers and 18 police officers (17 women and 37 men) on how to deal with bias-motivated offences. The **Mission to Montenegro** provided gender-sensitive materials for a “No Hate Speech” campaign. The **Mission to Skopje** supported the Skopje-based Helsinki Committee to develop three *Human Stories* videos on discrimination and hate crime in order to raise awareness of the detrimental effects of hate crime and the available legal remedies. One video targeted the issue of multiple discrimination based on gender and religious belief.

Support for civil society and human rights defenders

Executive structures continued to support civil society engagement and dialogue on various aspects of comprehensive security. In 2018, local- and community-level participation of women was encouraged. Awareness-raising round tables organized by ODIHR in Montenegro and Mongolia offered platforms for grass-roots women activists belonging to, or defending the rights of, vulnerable groups to voice their concerns and recommendations to relevant state bodies, members of parliament and national human rights institutions. This also allowed them to network with, and

meet representatives of, larger civil society and intergovernmental organizations. The goal of these efforts was to empower women human rights defenders by showing solidarity with their work and contributing to strengthening their professional development.

The **Mission to Serbia** supported the creation of the Platform of Organizations for Co-operation with UN Human Rights Mechanisms in order to strengthen the participation and contribution of civil society organizations to monitoring and reporting on human rights in Serbia. The Platform includes a Thematic Group for Gender Equality, composed of 20 CSOs, that produced, in a collaborative effort, an alternative report for the CEDAW Committee and that will develop human rights indicators to enable monitoring of the recommendations from the CEDAW Committee.

In conclusion, advancing gender equality and non-discrimination has been a prominent feature of the OSCE's work in the third dimension. While gender mainstreaming is relatively more advanced in this dimension in general, it will be important to assess what the outstanding areas of work are where gender has not been adequately addressed yet. It is important to further strengthen gender analysis in all areas of human rights and to conduct targeted assessments in preparation for the third Gender Equality Review Conference in 2020.

Cross-dimensional activities

Cross-dimensional activities undertaken by OSCE executive structures covered a wide remit, encompassing combating trafficking in human beings, extensive work on preventing and combating gender-based violence, gender-responsive governance, disability and the involvement of young people. Important OSCE decisions adopted in 2018 have brought to attention gendered aspects of these issues and the need for gendered approaches and practical responses. Equally important results were achieved in the area of enhancing capacities of state agencies at both the institutional and individual levels.

Combating trafficking in human beings

Combating trafficking in human beings remained an important priority for many OSCE structures in 2018. The OSCE made significant progress in promoting the gender dynamics of trafficking in human beings, as well as multidisciplinary, human rights-sensitive and victim-centred approaches. Country visit reports following missions by the **Office of the Special Representative for Combating Trafficking in Human Beings** to Denmark, Mongolia and the Russian Federation and a follow-up visit to Uzbekistan provided gender-sensitive recommendations to strengthen relevant policy and legal frameworks and national mechanisms, including addressing forced marriage and forced begging. The OSG/CTHB also published an occasional paper called "Child trafficking and child protection: ensuring that child protection mechanisms protect the rights and meet the needs of child victims of human trafficking", which coincided with the adoption of Ministerial Council Decision No. 6/18 on Strengthening Efforts to Prevent and Combat Child Trafficking, Including of Unaccompanied Minors.

Office of the Special Representative for Combating Trafficking in Human Beings: live simulation to train anti-trafficking practitioners

Following active measures to encourage women candidates from the male-dominated law enforcement and prosecution sectors, 229 women and 155 men from 51 OSCE participating States and Partners for Co-operation participated in live simulation training for anti-trafficking practitioners across the OSCE region organized by the **OSR/CTHB**. In 2018, a Russian-language version of the training was conducted for the first time. Special attention was paid to gender-specific push and pull factors, as well as to the needs of both male and female victims of trafficking and gender profiling of traffickers. The participants learned about the gender dynamics of the crime of trafficking and of dealing with victims. The training encouraged cross-border co-operation among professionals to enable them to better assist victims.

The **Mission to Serbia** provided training and other activities to build the capacity of front-line staff working with victims of trafficking in human beings. An online course for educators on identification and protection of potential victims of trafficking was launched by the **Project Co-ordinator in Ukraine**, and an economic empowerment project helped to create new economic opportunities for 125 women and nine men who were former victims, or at risk, of trafficking. Training provided by the **Project Co-ordinator in Uzbekistan** to over 50 investigators from seven regions equipped them with specialist skills in victim identification, methods of proactive investigation, understanding the special needs of victims and recognizing forms and methods of recruiting potential victims.

Preventing and combating gender-based violence

Notable progress was achieved in the OSCE's work in this area. The vast majority of OSCE executive structures continued their work on preventing and combating gender-based violence. Significantly, the **Gender Section** and **ODIHR** provided support to the **Chairperson-in-Office** for the drafting and negotiation of Ministerial Council Decision No. 4/18 on Preventing and Combating Violence against Women. The decision includes specific references to the root causes of violence against women, the importance of tackling sexual harassment and online violence, as well as the role of men and boys in combating violence against women. The Gender Section also organized a working session that brought together experts to discuss key concepts with OSCE delegations. Another highlight was the inclusion of domestic violence as a separate, distinct offence in the new Kosovo Criminal Code following successful advocacy by the **Mission to Kosovo**.

Research and data on gender-based violence

In 2018, the **Gender Section** finalized field research for its Survey on the Safety and Well-being of Women in South-eastern and Eastern Europe, which addresses the lack of comparative and reliable data on violence against women in part of the OSCE region. The results were published in March 2019, and all reports are available on the project [website](#). The comparative research is the first to cover these countries in South-eastern and Eastern Europe and to make the link between gender-based violence against women and women, peace and security work by measuring physical, sexual and psychological violence against women in a region prone to political turbulence and where many countries are experiencing conflict or are in the post-conflict phase. The **Transnational Threats Department** conducted a situational analysis at the national level in Bulgaria, Hungary and Romania as part of efforts to improve criminal justice sector responses to victims of gender-based violence. The **Programme Office in Nur-Sultan**, in co-operation with Kazakhstan's Interior Ministry, conducted extensive surveys of the experiences of law enforcement staff and monitoring of police performance by national civil society experts. In 2018, nearly 700 community police were interviewed, and insights from the research were used to advocate for changes in legislation. The **Parliamentary**

Assembly continued to support the mentoring of groups of female students who conduct gender-oriented research; last year's theme was "Gender development impact on violence against women".

Capacity building on combating gender-based violence

In 2018, the OSCE made significant efforts to strengthen the capacities of national law enforcement and justice sector actors in combating violence against women.

Building capacities for domestic violence emergency response in Ukraine

The **Project Co-ordinator in Ukraine** supported the development of a training course on police response to domestic violence and equipped an interactive training room at the Patrol Police Academy to conduct scenario-based exercises on responding to incidents of domestic violence; 150 police officers (59 per cent men, 41 per cent women) were trained. The Project Co-ordinator in Ukraine also supported the selection of regional staff for domestic violence mobile teams and trained about 300 emergency hotline operators and dispatchers (52 per cent women, 48 per cent men). It is important that these measures be institutionalized and have a sustained impact in protecting survivors of domestic violence in the country.

As a result of efforts by OSCE executive structures, several important improvements in the institutional capacities of national stakeholders were achieved. Government partners were assisted in developing relevant amendments to laws, protocols, procedures and guidelines focusing on international standards. The Project Co-ordinator in Ukraine assisted the Interior Ministry and the national police in developing legislation on emergency restrictive orders and risk assessments, thus enabling police officers to better protect domestic-violence survivors. With support from the **Mission to Skopje**, newly established sexual violence referral centres developed internal procedures, and victim-centred amendments were proposed to the Criminal Procedure Law in relation to physical examinations following a gender-based assault, in line with the Istanbul Convention. Guidelines for enhancing court practices in relation to compensation claims on the part of victims during criminal proceedings, which address the specific needs of victims of domestic violence and victims of gender-based violence, were drafted with the support of the **Mission to Serbia**.

The OSCE provided training to a large number of police officers, prosecutors, judges, legal aid providers, social workers and civil society on the implementation of national legislation in Albania, Bosnia and Herzegovina, Kazakhstan, Kyrgyzstan, Moldova, North Macedonia, Serbia, Tajikistan and Ukraine. Following the adoption of Albania's National Action Plan on UNSCR 1325, **ODIHR**, together with the **OSCE Presence in Albania**, in co-operation with Albania's Interior Ministry, organized a workshop that improved the ability of police officers to respond to gender-based violence.

In addition to equipping law enforcement officers with necessary skills, the OSCE also promoted co-ordinated, multi-sectoral responses to gender-based violence. The Programme

Office in Nur-Sultan supported the government in co-organizing with UN agencies an international conference where participants discussed global good practices in preventing domestic violence and protecting victims, including strengthening interagency responses. With the efforts of the Mission to Bosnia and Herzegovina, communication and co-operation between police and prosecutors working on domestic violence cases and multi-sectoral and co-ordinated approaches to implementing the law were strengthened.

Accelerating prevention and responses to domestic violence in Kosovo

In 2018, the Mission to Kosovo undertook several new and innovative initiatives to improve the prevention of, and response to, domestic violence. As a result of the close partnership with the newly appointed Kosovo Co-ordinator on Domestic Violence, three new municipal mechanisms were established for co-ordination on domestic violence in the municipalities of Ferizaj/Uroševac, Hani i Elezit/Elez Han and Obiliq/Obilić. An internal OSCE Working Group on Domestic Violence was also established in order to co-ordinate the activities of all departments to address domestic and gender-based violence in a more effective way. The Mission facilitated discussions on funding for shelters and also supported a regional conference called “Access to Justice for Victims of Domestic and Gender-Based Violence”.

The OSCE’s efforts in tackling domestic violence led to the publication of a thematic report called *Shelters for Victims of Domestic Violence in Kosovo* and of *Reporting on Domestic Violence: Guidelines for Journalists*. OSCE Staff also organized a clothing donation campaign for women and children residing in eight shelters for victims of domestic violence in Kosovo.

Assistance to victims

The **Programme Office in Dushanbe** supported victims of domestic violence by helping them gain access to information and services through three women’s resource centres, which provided legal aid, psychological counselling and vocational courses to 1,885 people in 2018 and raised awareness of domestic violence among 10,927 people. The **Mission to Moldova** provided emergency survival kits to 150 women and children victims of domestic violence in shelters on both banks of the Dniester/Nistru River.

Prevention of gender-based violence

The **Programme Office in Bishkek** undertook a range of activities as part of its efforts to prevent gender-based violence, including supporting lectures on the negative impacts of bride kidnapping (abduction for forced marriage), leadership skills training for adolescent girls and boys and training members of rural women’s initiative groups to support victims of domestic violence.

Prevention of gender-based violence was an important focus of activities for the **Special Monitoring Mission to Ukraine**. The **Kyiv monitoring team** organized an interactive discussion in Zhytomyr (140 kilometres from Kyiv) for state and non-state professionals on responses to gender-based violence, leading to a proposal for the creation of a working group to prevent and combat domestic violence. The **Luhansk monitoring team** ran outreach events to raise awareness of gender-based violence and of the support services available in areas near the line of contact. An event at a university in Sievierodonetsk reached 70 students, many of whom were internally displaced.

Gender-responsive governance

Established by the **Mission to Kosovo**, the Women’s Safety Network inaugurated in November in Prishtinë/Priština gathered together key stakeholders in order to promote gender-sensitive urban planning, including through gender-responsive budgeting. In line with the national strategy for gender equality, the **Mission to Montenegro** supported the implementation of gender-budgeting analysis by two municipalities and supported the parliament in its implementation of the national GAP by providing training on gender mainstreaming and organizing exchange visits to Albania and Austria.

In its legislative support activities, **ODIHR** regularly recommends in its legal reviews of draft and/or adopted legislation that legal drafters in OSCE participating States include measures to ensure the gender-balanced composition of public bodies and the collection of sex-disaggregated data, and that legislation under review be adopted through an inclusive and participatory process.

Involvement of men and boys in gender equality

An important new knowledge product on men's views on gender equality was generated in 2018. Conducted for the first time in Kosovo, the **OSCE Mission in Kosovo** and the UNFPA published a report on men's perspectives on gender equality. The report was based on the results of the International Men and Gender Equality Survey to gain a comprehensive understanding of men's attitudes and practices – along with women's opinions and reports of men's practices – on a variety of topics related to gender and the ways men can help address gender inequality. It included information and statistics on key issues pertaining to gender norms and attitudes about equality, childhood experiences, relationship dynamics and domestic duties, violence and criminal practices, health practices and gender-equality policies and laws. The report provides important recommendations on policies and practical solutions for transformative changes to deeply rooted notions of gender inequality.

Gender and disability

ODIHR organized a regional conference in Vienna called "Promoting the political participation of women with disabilities". Participants exchanged good practices pertaining to the political participation of women with disabilities, intersectionality and increasing co-operation between movements representing disability rights, women's rights and Roma rights. The conference stressed the need for stronger disability mainstreaming within OSCE executive structures. A new peer-review process on the intersecting issues of gender, diversity and disability in the judiciary was conducted at **ODIHR**, followed by assessment visits to Georgia, Mongolia and Montenegro. As a result, recommendations on inclusive language and practice were developed.

Gender equality and young people

Several field operations successfully integrated a gender perspective into their work with young people, along with targeted activities aimed at confidence building among young women and girls.

The **Mission to Bosnia and Herzegovina** supported the national session of the European Youth Parliament. Topics discussed included balancing the need to guarantee freedom of speech while regulating the spread of violent hate speech and fake news while examining gender-specific aspects of hate speech. The annual seminar of the Central Asian Youth Network organized by the **Programme Office in Nur-Sultan** improved understanding on the part of 20 young women and 20 young men from Afghanistan, Kazakhstan, Kyrgyzstan, Mongolia, Tajikistan, Turkmenistan and Uzbekistan of gender norms affecting behaviour and attitudes.

Young researchers rediscover Albanian women's history

The **Presence in Albania** organized a competition for young researchers called "History of Albanian women before WWII – A gender perspective – The untold stories of Albanian women: quest for equality between 1912 and 1939". Six young researchers (four women and two men) worked with a mentor and got the opportunity to improve their research skills, while also bringing to light the stories of women in Albania in the past and increasing the visibility of gender issues in Albania.

Twenty-nine adolescent girls received skills training in critical thinking, storytelling and journalism organized by the **Programme Office in Bishkek**, and the Programme Office also organized a quiz night for university students in order to promote their active participation in political and public life.

The **Mission to Kosovo** and the **Mission to Serbia** co-operated to organize the fourth OSCE Dialogue Academy, and they supported the participation of 24 young women from Prishtinë/Priština and Belgrade. The Dialogue Academy alumni network organized and hosted a round table during the third alumni exchange visit on the topic of gender-based violence, young women's empowerment and peer-to-peer support. The **Programme Office in Dushanbe** engaged with the youth wings of registered political parties in order to identify and empower gender champions among young men and women, who then participated in OSCE activities for the 16 Days of Action campaign.

In conclusion, the OSCE made notable progress in addressing gender issues in cross-cutting fields of work in 2018. The numerous activities conducted by various executive structures need a thorough analysis to identify good practices and lessons learned. There is also a need to move from ad hoc approaches to a programmatic vision and work on the engagement of men and boys, as well as the integration of a gender perspective in work with young people, by providing practical guidance and tools for OSCE structures and stakeholders.

Chapter 3: Visibility and communication

Gender-sensitive communication and ensuring that gender is mainstreamed in all communications are important for the OSCE in combating gender stereotypes, making women's contribution to comprehensive security more visible and raising awareness of the linkages between gender equality and comprehensive security. **ODIHR** noted a 47 per cent increase over 2018 in the number of its news items and press releases focusing on gender issues, promoting gender equality messages and highlighting its gender-related activities and mainstreaming efforts. Additionally, ODIHR updated its webpages to feature women activists of colour prominently in photographs.

Field operations used social and traditional media to disseminate messages on gender equality and also worked to ensure that all news items and communications use gender-neutral language and represent women and men equally. Many also supported women in the media. The **Presence in Albania** used social media to extend the reach of its FemSaloon public discussion platform: people were able to participate in FemSaloon discussions on masculinities and on gender-based violence in person and online through social media. The **Mission to Moldova** produced a calendar with photographs portraying the Mission's activities and men and women in different roles. As part of its annual Person of the Year Award, in 2018, the **Mission to Serbia** recognized Mileva Malešić, Director of the female-run TV Forum from Prijepolje, for her encouragement and empowerment of young women in the media and through the media.

The **Special Monitoring Mission to Ukraine** made increasing the visibility of the women, peace and security agenda a central component of its media and outreach work in 2018. Videos produced and disseminated online featured, for example, the work of a female monitor at the line of contact and highlighted the link between the Special Monitoring Mission's mandate, the situation for civilians and a female doctor working in a hospital close to the line of contact who has remained in her post despite reaching retirement age and despite the security situation.

International Women's Day and 16 Days of Activism against Gender-Based Violence

In 2018, the **OSCE** campaign for International Women's Day, implemented by the Communications and Media Relations Section and the Gender Section, drew attention to transforming women's lives through economic empowerment and the increased participation of women in leadership and political life. The use of social media was key for the campaign. Facebook Live was used to broadcast a debate on the links between gender equality and sustainable security, which was viewed by almost 12,000 people, with more than 500 users providing comments and reactions. One of the aims of the campaign was to reach out not only to the general public but also to the expert community. To this end, the Secretary General's message on the occasion of International Women's Day was published on his personal LinkedIn account and reposted on the OSCE's LinkedIn account, where it reached more than 7,600 people.

During the 16 Days of Activism campaign, senior leadership across the OSCE, including the President of the **Parliamentary Assembly**, posted on Twitter using the hashtag #EndViolenceagainstWomen; many staff members in field offices also posted status updates in support of the campaign. The **Programme Office in Bishkek** published videos on early marriage and bride kidnapping on its social media pages, while the **Mission to Kosovo** posted Mission-organized TV debates on domestic violence on its Facebook account. The Head of the **Mission to Skopje** published an editorial in two national newspapers calling for the implementation of the National Action Plan on the Istanbul Convention, as well as a video statement released over social media channels. The **Programme**

Office in Dushanbe used gender-sensitive illustrations covering women’s leadership, domestic violence, combating human trafficking and gender stereotypes as materials for the 16 Days campaign. In Ukraine, the 16 Days campaign provided the framework for a series of outreach activities on gender-based violence implemented by the **Special Monitoring Mission to Ukraine**.

To conclude, greater visibility of gender-equality issues is crucial to expanding the OSCE’s outreach to external audiences and also to promoting good and promising practices within the OSCE. This important work requires human and financial resources, including for developing tools and guidance for gender-sensitive communication.

Chapter 4: Key partnerships at the national, regional and international level

Achieving tangible progress in gender equality requires efforts by multiple actors and relies heavily on strong partnerships at the national, regional and international levels. Creating synergies significantly increases the impact of the OSCE's work, promotes sustainability and prevents overlap. In 2018, OSCE intensified its partnerships, at both the strategic and operational levels, with international organizations, parliaments, government agencies, civil society organizations, law enforcement agencies, national human rights institutions, professional associations, international non-governmental organizations, embassies, think tanks and universities.

A highlight was the signing of the first Memorandum of Understanding (MoU) between the **OSCE** and **UN Women**. The MoU covers ten key areas of work for both organizations, including combating violence against women; women, peace and security; women's economic empowerment; women's participation in political life; and gender mainstreaming in VERLT. It provides a strong framework for co-operation between the two organizations to address key gender-equality challenges in the OSCE region, including at the national level between OSCE field operations and UN Women country offices.

National level

OSCE executive structures strengthened and consolidated existing partnerships to advance gender equality with many different national stakeholders. The **Programme Office in Bishkek** joined and actively participated in the informal gender working group established by UN Women, as well as partnering with the Women Support Centre for the first time. The **Mission to Serbia** significantly expanded its network of partners in 2018 to include the government's dedicated Co-ordination Body (which co-operated on monitoring UNSCR 1325), ombudspersons at all levels, UN human rights teams in Serbia, the Women's Platform for the Development of Serbia 2014–2020 and other women's rights NGOs and the University of Belgrade. In Tajikistan, the **Programme Office in Dushanbe** developed a new partnership with Techstars, a worldwide network that supports entrepreneurs, to deliver a three-day start-up weekend for young women entrepreneurs. Other partnerships were established with Tajikistan's Labour Ministry and with the Department of Legal Affairs under the Office of the President of Tajikistan.

At the national level, **ODIHR** inaugurated partnerships with Albania's Interior Ministry and Armenia's Foreign Ministry within the framework of a needs assessment on democratic oversight of the security sector. ODIHR also partnered with the Office of the Ombudsperson and the Interior Ministry and other key state agencies in Kyrgyzstan; these partnerships will lead to the development of a roadmap for the implementation of Kyrgyzstan's UNSCR 1325 Action Plan. In Ukraine, ODIHR partnered for the first time with the National Assembly of Persons with Disabilities of Ukraine, resulting in the development of a research methodology to collect information, including from men and women with various types of disabilities, on the challenges and positive practices related to the political participation of people with disabilities in Ukraine.

Regional and international level

ODIHR worked with the **Geneva Centre for the Democratic Control of the Armed Forces** and **UN Women** on the revision of the flagship publication *Gender and Security Toolkit*, while the

Parliamentary Assembly built on its existing partnership with the **Regional Academy of the UN** on a mentoring programme to support gender-related research. Collaboration between the **Communications and Media Relations Section, the Gender Section** and the **UNFPA** continued and resulted in joint communications for the first time. Having become the first regional non-UN organization to join the **Inter-Agency Coordination Group against Trafficking in Persons (ICAT)**, the OSCE's **Combating Trafficking in Human Beings Section** was invited in 2018 to co-chair ICAT with UN Women the following year. The **Department of Human Resources** entered into partnerships with 30 UN agencies in a survey on sexual harassment that benchmarked the OSCE against other participating agencies, and the department also joined the **Global Careers for Women** online portal and **Impact Pool's** female senior managers' pipeline to attract women experts in under-represented OSCE thematic areas. **The Office of the Co-ordinator of Economic and Environmental Activities** formed a new partnership with the **European Innovation Academy in Turin** in the framework of the YDEAS project, bringing digital skills to young women (and men).

In conclusion, nurturing existing and expanding to new partnerships in the area of gender equality is vital to improving the OSCE's effectiveness in this area. Further efforts are needed to conduct mapping of stakeholders and outreach to familiarize potential partners with the work of the OSCE in this field and to identify synergies and areas for complementary work.

Conclusions

OSCE executive structures took significant steps in implementing the 2004 Gender Action Plan in 2018. Looking forward, the OSCE remains fully committed to the goal of achieving gender equality, and it recognizes that more work is needed to make progress in this important area.

Gender equality features prominently in the OSCE Fit for Purpose Agenda launched in 2018, which aims to maximize the Organization's effectiveness in delivering on shared objectives. Having gender equality as a pillar in this agenda gives a clear signal about the significance of gender equality for achieving the Organization's goals and the importance of continuous, focused efforts to make OSCE structures and all OSCE activities fully gender-sensitive and gender-responsive.

This report captures improvements in OSCE institutional policies and practices for mainstreaming gender. The comprehensive measures in recruitment, retention and talent management for achieving gender parity are expected to close existing gaps in gender parity among staff at all levels. Executive structures reported focused attention to improve planning and stronger monitoring of progress in the implementation of their gender action plans. Important changes in leadership attitudes were made in 2018 resulting in specific actions taken by senior managers, which will ultimately result in greater effectiveness on the part of the Organization in achieving comprehensive security.

The OSCE also achieved moderate progress in enhancing knowledge and skills of staff on mainstreaming gender in activities, projects and programmes. This can be seen in the significant portion of OSCE activities that still have not adequately mainstreamed gender concerns. There is a need to increase the share of activities, projects and programmes that integrate a gender perspective through better gender analysis at all stages. Similarly, there are gaps and inconsistencies in gender-sensitive conflict analysis.

OSCE executive structures have achieved a number of successes in their respective programmatic areas that have advanced gender equality, notably in the women, peace and security agenda, combating violence against women, women's participation in conflict prevention, economic empowerment, addressing barriers in economic life and enabling greater political and public participation at all levels and areas of governance in the three dimensions. Capacity and understanding of a wide range of actors in the security sector, including in law enforcement, has increased due to the efforts of executive structures.

Key recommendations

While numerous achievements rightly deserve to be celebrated, the OSCE is also facing significant challenges in advancing gender equality.

Strengthening leadership and accountability

- Stronger leadership is needed when it comes to gender mainstreaming, and OSCE managers must to be held accountable for gender-related objectives in order to create a strong sense of responsibility and ownership among individual OSCE staff.
- The newly introduced gender-relevant objectives in the performance management process should be tracked, and their impact should be measured on a regular basis.

Enhancing capacity for gender mainstreaming

- There is a real need for more systematic, tailor-made training for OSCE staff to properly mainstream gender in their work. This is particularly relevant for staff working in the first and second dimensions. In 2019, the Executive Gender Coaching Programme should be extended to all field operations.
- Capacity building for gender mainstreaming needs to be systematized and in-house capacities to conduct such training need to be enhanced.

Improving assessment, monitoring and evaluation of Gender Action Plan implementation

- There is a need to improve how OSCE gender-related activities, projects and programmes are assessed, and a greater emphasis should be placed on how gender equality impacts conflict prevention. Practical tools and results-oriented management practices have to be developed and promoted in the Organization.
- In 2019, monitoring and reporting on the implementation of the results-oriented gender actions plans of executive structures should be further developed.

Improving gender analysis across the board

- Gender analysis in all aspects and dimensions of the OSCE's work is necessary for achieving comprehensive security. A point of focus should be the creation of a more unified approach to the linkages between gender equality and achieving comprehensive security. An assessment should be undertaken, and lessons learned about a more systematic integration of gender issues into conflict analysis should be shared.
- In 2019, executive structures should ensure that all new and existing projects include a gender analysis in their design, monitoring and evaluation stages.

Strengthening institutional policies and practices in executive structures to achieve gender parity

- More effort is needed to ensure greater gender parity in senior management (P5+/S4+), as well as in seconded positions. The gender-parity strategy should be fully implemented in 2019 and assessed on a regular basis.

Transformation of organizational culture to combat sexual harassment

- In order to make the OSCE a truly gender-sensitive organization, a transformation of the organizational culture is needed. OSCE leadership must adopt a zero-tolerance approach to sexual harassment and sexual exploitation and abuse and implement effective institutional mechanisms.
- In 2019, the Code of Conduct and other relevant staff rules and regulations should be reviewed and revised.

- The OSCE must develop effective policies and reparation mechanisms to prevent sexual exploitation and abuse, including a victim-centred approach, and increase awareness among OSCE staff and individuals engaged by the OSCE.