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on Gender Issues

LEAVING NO ONE BEHIND: GENDER EQUALITY IN THE OSCE REGION

THE 2026 REPORT ON GENDER ISSUES

Leaving No One Behind: Gender Equality in the OSCE Region

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INTRODUCTION

In 2025, the international community came together to mark two pivotal milestones for gender equality: the 30th anniversary of the adoption of the Beijing Declaration and Platform for Action and the 25th anniversary of United Nations Security Council Resolution 1325 on Women, Peace and Security. These anniversaries offered a moment for collective reflection as well as an opportunity to take stock of the progress achieved over the last three decades. The picture is sobering: although a degree of improvement has been recorded since 1995, progress toward gender equality has stalled, or even reversed, in many Organization for Security and Cooperation in Europe (OSCE) participating States in recent years. As I documented in my 2025 gender report, an escalating backlash against gender equality is threatening hard-won progress in the region. That said, last year saw the international community galvanize its commitment to gender equality and inject new vigour into its efforts to confront the persistent and emerging challenges that hinder the full realization of gender equality and women's rights worldwide.

The benefits of gender equality are beyond dispute, with research showing a strong correlation between higher levels of gender equality and a more stable security environment, both at the domestic and international levels. Moreover, evidence from conflict prevention and peacebuilding efforts consistently shows that the protection of women's rights and the meaningful participation of women in peace processes are crucial for achieving sustainable peace and enhancing social cohesion. Gender equality and democracy are also mutually reinforcing, each strengthening the resilience and inclusiveness of the other.¹ Gender equality is therefore not a peripheral issue, but a strategic imperative that lies at the core of all three dimensions of OSCE. In my capacity as OSCE Parliamentary Assembly (OSCE PA) Special Representative for Gender Issues, I have been actively supporting the promotion of gender equality in the region since 2010.

It is important to first consider what is meant by gender equality. To quote the European Commission, put simply, "gender equality is about harnessing the full potential of women and men, for the benefit of society as a whole."² As OSCE PA Special Representative for Gender Issues, I have also been promoting gender equality for sexually and gender diverse individuals. While women and girls across the OSCE region continue to face disadvantages compared to men and

¹ See Ted Piccone, *Democracy, gender equality, and security*, Policy Brief, Brookings, September 2017.

² European Commission, *Gender Equality Strategy 2026–2030*, 2026.

boys across most economic, social and political indicators, growing attention is being paid to those areas where men and boys lag behind, including, for example, with regard to certain educational attainment and health outcome indicators. As well, research has shown that restrictive gender norms and expectations related to masculinity can negatively affect the well-being of men and boys, underscoring the need for a comprehensive approach to gender equality. Some organizations and researchers have pointed to what they describe as a “crisis for boys” and have expressed concern that failing to address these challenges may contribute to boys becoming more vulnerable to the influence of misogynistic online communities, often referred to as the “manosphere.” Organizations and experts also argue that a failure to address challenges specific to boys does a disservice to gender equality.

My report this year seeks to explore these important issues further. To do so, it puts health and education in the spotlight and considers the different ways in which women and girls and men and boys experience disadvantage in these areas. Understanding the different experiences of women and girls and men and boys in these and other areas is key to ensuring that policy makers are well placed to develop tools to help foster gender equality for the benefit of all members of society.

My report comprises three parts. Part I begins by providing a brief overview of selected gender gaps in the OSCE region that primarily affect women, girls, and sexually and gender diverse individuals, before focussing in on areas of concerns in education and health, where men and boys and women and girls experience different, but equally important, gender gaps. It also presents findings from surveys on gender stereotypes in the OSCE region and explores how restrictive masculinity norms may shape boys’ and men’s lives and well-being. The section concludes with recommendations to governments and parliamentarians of OSCE participating States on ways to address gender gaps in an inclusive manner.

Part II then provides an overview of my activities and initiatives as OSCE PA Special Representative on Gender Issues for 2025–2026. Finally, Part III presents data on the gender balance within the OSCE PA Bureau and Secretariat, statistics on the participation of women in OSCE PA statutory meetings, election observation missions and ad hoc committees, as well as information on the representation of women in national parliaments of OSCE participating States.

At a time when democratic values and institutions are facing increasing pressure from polarization, disinformation and authoritarian tendencies across the globe, advancing gender equality – in a way that benefits all genders – takes on added urgency. Strengthening gender equality is essential to safeguarding democracy and security and is a necessary condition for ensuring a more inclusive, secure, and just future for all in the OSCE region.

PART I: GENDER EQUALITY IN THE OSCE REGION

OVERVIEW

Despite sustained national efforts and international commitments, progress towards gender equality remains uneven across the OSCE region. According to the Global Gender Gap Report 2025, which measures gender disparities based on four components – economic participation and opportunity, educational attainment, health and survival, and political empowerment – only one OSCE participating State, Iceland, has closed more than 90% of its overall gender gap. On average, the OSCE region achieved less than three-quarter parity in 2025. That year, Northern America had closed about 75.8% of its gender gap, while Europe stood at 75.1%. Central Asia, which in the Global Gender Gap Report includes 7 OSCE PA members, had closed 69.8% of its gender gap.³

As noted above, women and girls continue to lag behind men and boys across many indicators. For example, economic inequality remains one of the most persistent and structurally embedded challenges facing women in the OSCE region. Multiple indicators demonstrate that women continue to face more barriers than men to labour market entry. Within the European Union (EU), in 2024, the employment rate for men aged 20 to 64 stood at 80.8% compared to 70.8% for women of the same age group.⁴ In 2025, Canada recorded a narrower employment rate gender gap, with the employment rate of women 15 to 64 years old standing at 71.4% in 2025 compared to 74.2% for men in the same age group.⁵ When women are employed, they continue to earn less than men on average. In 2024, women across the EU earned approximately 77% of men's annual earnings. In Canada, that same year, they earned 87 cents for every dollar earned by a man.⁶ These annual income gaps are compounded over the course of a woman's working life, leading to significant pension gaps and higher rates of economic vulnerability among women in older age.

³ World Economic Forum, [Global Gender Gap Report 2025: Insight Report](#), June 2025. Of the 57 OSCE PA member countries, 49 are included in the 2025 index.

⁴ Eurostat, [Women at work: a snapshot of EU's gender employment gap](#), 3 March 2026.

⁵ Statistics Canada, [Unemployment rate, participation rate and employment rate by gender, annual](#), Database, consulted 21 April 2026.

⁶ Government of Canada, [Facts, stats, and impact: Gender equality](#).

Other examples of gender gaps affecting women and girls abound. Of note, women continue to be underrepresented in political and economic decision-making spaces in the OSCE region. In 2024, women in the EU held about one third of seats in parliament, ministerial positions, and municipal or local government positions. A similar pattern is observed in private-sector decision-making spaces, where women occupied approximately one third of board positions in large companies.⁷

Gender gaps also persist in access to digital technology and opportunities. Globally, 235 million fewer women than men use mobile internet,⁸ and women and girls often face a more limited access to shared household digital resources and internet connectivity. These disparities may restrict participation in education, employment, and public life, which is increasingly mediated through digital platforms.

As well, women continue to be disproportionately affected by gender-based violence. On average, 30% of women across the EU have experienced physical or sexual violence during adulthood.⁹ In Canada, “in 2025, the prevalence of sexual assault in the previous 12 months was three times higher among women (3.2%) than men (1.1%).”¹⁰ In a similar vein, LGBTQ+ individuals in many European countries are increasingly affected by violence and crimes motivated by perceived sexual orientation, gender identity, and/or gender expression.¹¹

At the same time, as was highlighted in my 2025 gender report, several countries in the OSCE region have witnessed deliberate and destructive attempts by political leaders and movements to undermine the rights of individuals, including women, girls and LGBTQ+ people, to freely make decisions about their bodies, sexuality and reproduction.

Turning specifically to equality gaps facing LGBTQ+ individuals, in an October 2025 Statement, Graeme Reid, United Nations Human Rights Council’s Independent Expert on protection against violence and discrimination based on sexual orientation and identity, expressed concern over a

⁷ EIGE, [Power in European Union in 2025 edition](#), Gender Equality Index, database, accessed 8 April 2026.

⁸ GSMA, [The Mobile Gender Gap Report 2025](#), May 2025.

⁹ European Institute for Gender Equality (EIGE), [Proportion \(%\) of women who have experienced violence by any perpetrator during adulthood, by type of violence](#), Gender Statistics Database, 2021, accessed 8 April 2026.

¹⁰ Statistics Canada, [Gender differences in experiences of violence and unwanted sexual behaviour in Canada, 2025](#), 31 March 2026.

¹¹ ILGA-Europe, [Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe and Central Asia 2025](#), 2025.

“growing pattern of legislative initiatives that undermine the rights of LGBTIQ+ persons and those defending them” including in some EU member states and candidate States. He noted that certain laws “have sought to curtail freedoms of expression, peaceful assembly, and association, as well as the right to education, by restricting public expression of identity, or access to information, based on sexual orientation and gender identity.” Mr. Reid also highlighted efforts in some countries to “codify binary and exclusionary definitions of sex and gender,” thereby limiting access to legal recognition for trans and gender-diverse individuals.¹²

Despite the EU and Canada having adopted strategies to promote equality for LGBTQ+ individuals, ¹³many LGBTQ+ individuals experience disproportionate hardship. For instance, in Canada, 13% of individuals experiencing homelessness identify as LGBTQ+, despite sexually and gender diverse individuals representing only about 4% of Canada’s population.¹⁴ In a similar vein, many European countries report that LGBTQ+ individuals continue to face employment discrimination and note that it significantly impacts their lives. For example, LGBTQ+ individuals may “conceal their identities at work to avoid prejudice, with little to no recourse for addressing workplace discrimination.”¹⁵

Clearly, then, women and girls, as well as sexually and gender diverse individuals, continue to bear the brunt of gender inequality. But recognizing this reality, does not preclude us from recognizing – and addressing – the inequality gaps experienced by boys and men. The next section of this report focuses on health and education, which are sometimes flagged as areas where men and boys lag behind. However, as will be explained below, the picture is more nuanced, with men and boys and women and girls experiencing significant equality gaps in health and education.

GENDER GAPS IN EDUCATIONAL ATTAINMENT AND LEARNING OUTCOMES

Since 2000, global efforts to expand access to schooling, combined with targeted policies to promote girls’ participation in education, have substantially reduced gender gaps in education

¹² Graeme Reid, Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity, [Statement on the EU LGBTIQ+ Equality Strategy 2026–2030](#), 23 October 2025.

¹³ See European Commission, [LGBTIQ+ equality strategy 2026-2023](#); and Government of Canada, [Federal 2SLGBTQI+ Action Plan... Building our future, with pride](#).

¹⁴ Government of Canada, [Facts, stats and impact: 2SLGBTQI+](#)

¹⁵ ILGA-Europe, [Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe and Central Asia 2025](#), 2025.

attainment in most parts of the world. More specifically, the number of countries that have achieved gender parity in education has increased, while the number of countries recording significant differences between boys and girls' educational attainment has declined drastically.¹⁶ However, despite this progress towards parity, gaps remain in certain areas. Globally girls remain slightly less likely than boys to enrol in school¹⁷ and, in 2020, there were still 259 million children out of school, 132 million of whom (51%) were boys.¹⁸

At the same time, in many regions, girls now surpass boys in both school enrolment and completion rates at the primary and secondary levels.¹⁹ Boys are also more likely than girls to repeat grades in primary school and to experience weaker learning outcomes in primary and secondary school.²⁰ At the tertiary level, women are also more likely than men to enter and to complete a higher education degree, particularly in Organisation for Economic Co-operation and Development (OECD) countries.²¹

The section below explores gender gaps in enrolment, completion and learning outcomes at the primary, secondary and tertiary levels globally, and in the OSCE region specifically. It also provides information on the gender disparities in the proportion of youth not in employment, education or training. As well, it identifies some distinct patterns in how boys and girls progress through the education system worldwide and in the OSCE region and how they transition to the labour market.

¹⁶ United National Educational, Scientific and Cultural Organization (UNESCO), [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026.

¹⁷ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

¹⁸ Nearly three-quarters of the 132 million boys out-of-school were in Sub-Saharan African and South and West Asia. UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

¹⁹ Globally, about 39% of girls and young women and 42% of young men do not complete the upper secondary level. Girls lag behind boys in secondary school completion in Sub-Saharan Africa and in Central and Southern Asia. See UN Women and Department of Economic and Social Affairs, [Progress on the Sustainable Development Goals: The Gender Snapshot 2025](#), 2025; and United Nations Children's Fund, UN Women and Plan International, [Girl Goals: What has changed for girls? Adolescent girls' rights over 30 years](#), 2025.

²⁰ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

²¹ Organisation for Economic Co-operation and Development (OECD), [Education at a Glance 2024: OECD Indicators](#), OECD Publishing, December 2024.

Primary and Secondary Education in the OSCE

Primary and secondary school attendance and completion in the OSCE region are above global averages. In 2024, globally, approximately 10% of children were out-of-school at the primary level, 15% at the lower secondary level, and 31% at the upper secondary level.²² Comparatively, in Europe, out-of-school rates stood at 1% in both primary and lower secondary levels, and 6% at the upper secondary level. In North America, 5% of children were out-of-school at the primary level, 2% at the lower secondary level and 5% at the upper secondary level.²³ In Central Asia, 6% of children were out of school at the primary level, 2% at the lower secondary level, and 12% at the upper secondary level.²⁴

Broadly speaking, gender parity prevails in school enrolment at the primary and secondary level in the OSCE region, with some exceptions.²⁵ In North America and Europe, there are more boys than girls out-of-school in primary and secondary education.²⁶ For instance, in Belgium, Finland, Ireland and Sweden, boys continue to lag behind girls in lower secondary enrolment. In terms of upper secondary enrolment, data reveal a mixed picture. In some countries in the OSCE region, boys have caught up in terms of upper secondary enrolment. In Mongolia, for example, although only 69 boys were enrolled in upper secondary education for every 100 girls in 2000, gender parity had been achieved by 2019.²⁷ In contrast, girls in Central and Eastern Europe lag behind boys in enrolment at the upper secondary level.²⁸ For instance, in 2012 in Tajikistan, the enrolment rate in upper secondary education is 62% for boys and 47% for girls.²⁹

²² UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026. For information about what constitutes “lower secondary education” and “upper secondary education,” consult OECD, European Union and UNESCO Institute for Statistics, [ISCED 2011 Operational Manual: Guidelines for classifying national education programmes and related qualifications](#), 2015.

²³ UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026.

²⁴ United Nations Children’s Fund (UNICEF), [Gender Counts Central Asia: A quantitative assessment of gender inequality and its impact on girls and boys](#), 2022

²⁵ UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026.

²⁶ UNESCO, [Global Education Monitoring Report 2025: Gender Report—Women lead for learning](#), 2025.

²⁷ *Ibid.*

²⁸ *Ibid.*

²⁹ UNICEF, [Gender Counts Central Asia: A quantitative assessment of gender inequality and its impact on girls and boys](#), 2022

In 2024, global completion rates for primary and secondary education stood at 88% for primary education, 78% for lower secondary education, and 61% for upper secondary education. In the OSCE region, completion rates are higher, with Central Asia, Europe and Northern America reporting near-universal (100%) completion of primary education. Completion of lower secondary education is similarly high, at approximately 98% to 99% across the OSCE region. Upper secondary education completion rates are somewhat lower but remain above the global average, with reported rates of 87% in Europe, 93% in North America and 96% in Central Asia.

On average, gender parity has largely been achieved in completion rates for primary and secondary education in the OSCE region, with some exceptions.³⁰ In particular, differences are noted at the upper secondary level. According to the OECD, “young men are more likely than young women to lack an upper secondary qualification, with an OECD average of 14% for young men and 11% for young women.”³¹ For its part, UNESCO reports that in Armenia and Albania, boys lag behind girls in upper secondary school completion.³² In contrast, in Tajikistan, only 50% of girls complete upper secondary education, compared to 75% of boys.³³ As a general rule, UNESCO’s research shows that, where boys are out of school, they tend to be out-of-school at the upper secondary level. Overall, in the OSCE region, 72% of all out-of-school boys in Central Asia, 59% in North America and Western Europe, and 56% in Central and Eastern Europe are at the upper secondary level.³⁴

An examination of the reasons why children are out-of-school or do not complete their schooling reveals gender differences. According to UNESCO, in low- and lower-middle-income countries, girls are lagging behind boys in secondary school completion in part because of the high prevalence of teenage marriage and/or pregnancy. As well, the organization notes that in most middle- and in high-income countries, poorer boys are less likely than girls to complete secondary education as they leave school early to work.³⁵

³⁰ UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026

³¹ OECD, [Education at a Glance 2025: OECD Indicators](#), OECD Publishing, 2025.

³² UNESCO, [Leave no child behind: Global report on boys’ disengagement from education](#), 2022.

³³ UNICEF, [Gender Counts Central Asia: A quantitative assessment of gender inequality and its impact on girls and boys](#), 2022.

³⁴ UNESCO, [Leave no child behind: Global report on boys’ disengagement from education](#), 2022.

³⁵ UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026.

Learning Outcomes

Gender disparities in learning outcomes are present globally and in the OSCE region, as illustrated by trends in grade repetitions and results in international comparative surveys and tests. Globally, UNESCO found that, in 130 of 142 countries where data are available, boys are more likely than girls to repeat primary grades, indicating a poorer progression through school.³⁶ Similarly, in OECD countries, girls are 28% less likely than boys to repeat a grade at primary and lower secondary levels.³⁷ Available research in the EU also indicates that boys are more likely than girls to repeat a year of schooling. For example, in Slovenia, 62% of students who repeated a grade in the 2019–2020 school year were boys. In Slovakia, 57% of grade repetitions were undertaken by boys.³⁸ In addition to gender disparities, research has shown that in OECD countries students from lower socio-economic backgrounds are 50% more likely to repeat a grade even among peers with similar academic achievement. Repetition of a grade, which leads to over-age enrolment, is a predictor that a child may dropout of school, with studies showing that social norms pull adolescent boys into work and adolescent girls into marriage when they are too old for their grade.³⁹

International comparative surveys' outcomes also reveal gender and socio-economic disparities. The 2022 Programme for International Student Assessment (PISA) shows that on average only 87 boys for every 100 girls reached the minimum proficiency level in reading. Gender disparities appear to be exacerbated by socio-economic status: in middle-income countries only 72 boys achieved minimum proficiency for every 100 girls while 88 boys achieved minimum proficiency for every 100 girls in higher-income country.⁴⁰

With regard to numeracy and mathematics, UNESCO reports that the gender gap that saw girls lag behind boys at the start of the millennium had been closed in half of the 79 countries where data are available and reversed in a quarter of these countries by 2018. Moreover, data from the Trends in Mathematics and Science Study (TIMSS) reveal a post-COVID-19 shift in mathematics achievement in favour of boys, suggesting that the pandemic had a disproportionately negative impact on girls with regard to mathematical learning.⁴¹

³⁶ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

³⁷ OECD, [Education at a Glance 2024: OECD Indicators](#), OECD Publishing, December 2024.

³⁸ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

³⁹ UNESCO, [Global Education Monitoring Report 2026: Access and equity—Countdown to 2030](#), 2026, P.163

⁴⁰ UNESCO, [Global Education Monitoring Report 2025: Gender Report—Women lead for learning](#), 2025

⁴¹ *Ibid.*

While the gender disparities in learning outcomes are cause for concern, it should also be noted that there is generalized concern about the number of children – boys and girls – who are not reaching minimum proficiency levels in reading and mathematics. UNESCO characterizes this situation as a learning crisis, noting that, in 2017, 58% of children and adolescents globally were not achieving minimum proficiency in reading⁴² and only 44 were achieving basic proficiency in mathematics in 2023.⁴³

Tertiary Education in the OSCE

Gender gaps are evident in tertiary education enrolment and completion rates around the world. In 2019, UNESCO estimated tertiary education enrolment at 88 men for every 100 women enrolled.⁴⁴ A closer examination of the available data also reveals a gender gap in the type of tertiary education pursued. For example, one 2024 analysis conducted by UNESCO in about 40 countries where data are available found that there were about 80 young men enrolled in university for every 100 young women. In contrast, in the same 40 countries, there were 80 young women enrolled in vocational education for every 100 young men.⁴⁵ Moreover, studies show that there is a gender divide in the subjects that men and women pursue at tertiary levels. Men tend to be overrepresented in fields such as engineering, manufacturing, construction, and ICT and underrepresented in education, health, arts, humanities and social sciences; the reverse is true for women.⁴⁶

Many of the trends identified at the global level are also present in the OSCE region. In the EU, for example, men are underrepresented in higher education and, where they do participate in higher education, tend to perform less well than women.⁴⁷ In 2024, about half of EU women aged 30 to 34 had earned a tertiary degree, compared to 39% of men.⁴⁸ Likewise, in OECD countries, women are more likely than men to enter tertiary education and to obtain their diploma. In 2024, 54% of women aged 25–34 in OECD countries held a tertiary qualification compared to 41% of

⁴² UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

⁴³ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

⁴⁴ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

⁴⁵ UNESCO, [Global Education Monitoring Report 2025: Gender Report—Women lead for learning](#), 2025

⁴⁶ UNESCO, [Leave no child behind: Global report on boys' disengagement from education](#), 2022.

⁴⁷ European Commission, [Gender Equality Strategy 2026–2030](#), 2026.

⁴⁸ EIGE, [Knowledge in European Union in 2025 edition](#), Gender Equality Index, Database, accessed 8 April 2026.

men in the same age category.⁴⁹ Data from the EU also suggest a marked gender gap in areas of study: 75% of graduates in the education, health and welfare, humanities and art in 2023 were women, while men represented 66% of graduates in the science, technology, engineering and mathematics sectors.⁵⁰

In the United States, women have outpaced men in bachelor's degree completion for close to 30 years. While in 1995, 25% of men and women were likely to hold a bachelor's degree, in 2024, 47% of 25- to 34-year-old women and 37% of men of the same age had obtained an undergraduate degree.⁵¹ Notably, White, Black, Hispanic and Asian women in the United States were more likely in 2024 to hold a bachelor's degree than their male counterparts of the same group.

However, high levels of educational attainment among women have not translated into equal outcomes in the labour market. Although OSCE countries have achieved parity between girls and boys in terms of primary and secondary school completion rates, and despite women graduating from tertiary education at higher rates than men, many countries in the region struggle to translate women's educational attainment into full and equal participation in the labour force.⁵² This disconnect highlights the persistence of structural and cultural barriers that prevent women from fully realizing their economic potential.⁵³

Youth Not in Employment, Education or Training

The proportion of youths aged between 15 and 29 years who are not in employment, education or training (NEET) “can signal emerging issues for youth transitioning from education to employment.” Understanding whether youth are facing challenges on this front is important as research shows that if young individuals are neither in school nor employed for a prolonged period, they may miss out on opportunities to acquire skills and experience, which in turn may affect their long-term job prospects and earnings.⁵⁴ While NEET rates may be affected by overall

⁴⁹ OECD, [Education at a Glance 2024: OECD Indicators](#), OECD Publishing, 2024.

⁵⁰ EIGE, [Knowledge in European Union in 2025 edition](#), Gender Equality Index, Database, accessed 8 April 2026.

⁵¹ Kiley Hurst, [U.S. women are outpacing men in college completion, including in every major racial and ethnic group](#), Pew Research Center, 18 November 2024.

⁵² World Economic Forum, [Global Gender Gap Report 2025: Insight Report](#), June 2025.

⁵³ OECD, [Education at a Glance 2024: OECD Indicators](#), OECD Publishing, December 2024.

⁵⁴ Jaclyn Layton, Genevieve Latour and Katherine Wall, [Youth not in employment, education or training: Recent trends](#), Statistics Canada, 1 May 2025.

labour market conditions, they also reflect social factors influencing school-to-work transitions, including gender norms.⁵⁵

OECD data shows notable gender differences in NEET rates. In 2024, the OECD average NEET rate for girls and women aged 15-29 stood at 14.70% compared to 11.14% for boys and men in the same age category. When the data is broken down further, it shows that the gender gap widens with age, on average. For individuals aged 15-19, the NEET rate was around 8% for both girls and boys, who tend to still be in school at that age, while for those aged 20 to 24, the NEET rate stood at 16% for women and 14% for men. Among those aged 25 to 29, the NEET rate for women was substantially higher at 20.4% compared to 11.7% for men.⁵⁶

Turning to the OSCE region, data reveal significant differences between countries. In 2024, for example, Türkiye stood out for its particularly large gender gap, with NEET rates reaching approximately 42% among young women aged 20 to 24 compared with about 20% among young men of the same age. In contrast, countries such as Sweden, Norway, and the Netherlands reported NEET rates at or below 10%, with some variation between genders, with young women faring better in some instances and young men in others.⁵⁷

In other European OSCE countries, yet another picture emerges. In Spain, NEET rates among individuals aged 20 to 24 reached approximately 21% for men and 17% for women in 2024. That same year and for the same age group, France reported NEET rates nearing 20% for young men and 17% for young women.⁵⁸ In the United Kingdom, the Centre for Social Justice highlights that, in 2024, approximately 15.1% of young men aged 15–24 were not employed, not in school or in training compared to 11.2% of young women of the same age. This pattern reflects a long-term divergence that has been observed since the early 2000s in the United Kingdom.⁵⁹

In contrast, in Central Asia, girls and young women are more likely than boys and young men to be unemployed and not in school or training during adolescence and early adulthood. This

⁵⁵ Neet rates may also be higher among individuals aged 25 to 29 years, reflecting the fact that they most likely have completed their education and are expecting to enter the labour market. Jaclyn Layton, Genevieve Latour and Katherine Wall, [Youth not in employment, education or training: Recent trends](#), Statistics Canada, 1 May 2025.

⁵⁶ OECD, [Youth not in employment, education or training \(NEET\)](#), Database, accessed 9 April 2026.

⁵⁷ *Ibid.*

⁵⁸ *Ibid.*

⁵⁹ The Centre for Social Justice, [Lost Boys: State of the Nation](#), March 2025; Jaclyn Layton, Genevieve Latour and Katherine Wall, [Youth not in employment, education or training: Recent trends](#), Statistics Canada, 1 May 2025.

gender gap is closely linked to differentiated gender roles, which often assign unpaid domestic and caregiving work to women while prioritizing paid employment for men. These gender norms constitute one of several structural barriers to education and labour market participation, contributing to persistently high NEET rates among women and girls.⁶⁰

In Canada, among young women aged 20 to 29 without a university degree, declining employment rates in 2023–2024 were partly offset by an increased participation in post-secondary education, resulting in a relatively stable NEET rate of 15.2%. Among young men in the same age category and with similar education, post-secondary attendance did not increase, leading to an increase of 1.3% to reach a NEET rate of 15.1%. These findings align with the results of other studies showing that young women are more likely to pursue post-secondary education and successfully graduate than young men. Of note, Canadian data showed that in 2023-2024 rising NEET rates disproportionately affected racialized groups, indicating that not all youth are equally affected by changing labour market conditions.⁶¹

Overall, NEET rates in the OSCE region reflect the impact of both macroeconomic conditions and structural and gender norms. The persistence of gender gaps affecting youth of all genders and the uneven impact across countries and population groups highlight the need for targeted policies for individuals most at risk, based on an analysis of each country's reality.

GENDER GAPS IN HEALTH

This section explores the gender gaps in the OSCE region related to physical and mental health, including specific concerns related to a feeling of loss of connection for boys and men and struggles around the meaning and definition of masculinity.

Physical and Mental Health

Recent evidence from the 2023 Global Burden of Disease study, produced by researchers at the Institute for Health Metrics and Evaluation (IHME), demonstrates that both biological sex and socially constructed gender roles play a role in shaping disease risks and health outcomes worldwide. These differences emerge as early as during adolescence and widen with age in part because of the combined effects of biological factors, gender norms, and unequal access to health services. Globally, men experience higher mortality from fatal conditions such as road injuries,

⁶⁰ UNICEF, [Gender Counts Central Asia: A quantitative assessment of gender inequality and its impact on girls and boys](#), 2022.

⁶¹ Jaclyn Layton, Genevieve Latour and Katherine Wall, [Youth not in employment, education or training: Recent trends](#), Statistics Canada, 1 May 2025.

violence and cardiovascular disease, while women are more likely to live longer but with a higher burden of chronic, non-fatal conditions, including depression, anxiety and musculoskeletal disorders.⁶² According to Luisa Sorio Flor, a public-health researcher involved in the Global Burden of Disease Study, injury rates are higher among boys partly because they are more likely to engage in risk-taking behaviours driven by overconfidence and social expectations of masculinity.⁶³

In the OSCE region, similar trends can be found. For example, in Central Asia boys are twice as likely as girls to be affected by injury-related harm and risk-taking behaviour, including homicide, suicide, tobacco smoking and accidental injuries resulting from traffic accidents. In contrast, girls experience a higher burden of communicable diseases, reproductive health challenges, and nutritional disorders, including anaemia, particularly in mid-adolescence, except in Tajikistan.⁶⁴ Alcohol misuse, including binge-drinking, which affects roughly one in three adolescents – among both boys and girls – in Central Asia, has been linked to heightened risks of suicide, accidental injury, and interpersonal violence.⁶⁵

Mental health represents another area where sex and gender differences are pronounced. Globally, according to the Global Burden of Disease Study, the number of healthy life years lost to mental-health disorders among individuals aged 10 to 24 has increased substantially since 1990, reflecting a growing burden among adolescents of all genders.⁶⁶ While more adolescent girls than boys experience mental-health conditions overall, particularly anxiety and depression, boys are more affected by attention deficit hyperactivity disorder, conduct disorders, and aggressive behaviour.⁶⁷ Notably, suicide rates are far higher among boys and men than girls and women, although there are variations from county to country. According to the World Health Organization, in 2021, approximately 727,000 people worldwide died by suicide, with global rates 2.2 times higher among men and boys than women and girls. Between 2000 and 2021,

⁶² Institute for Health Metrics and Evaluation, [Global Burden of Disease 2023: Findings from the GBD 2023 Study](#), 2025.

⁶³ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

⁶⁴ UNICEF, [Gender Counts Central Asia: A quantitative assessment of gender inequality and its impact on girls and boys](#), 2022.

⁶⁵ *Ibid.*

⁶⁶ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

⁶⁷ *Ibid.*

global suicide rates have declined by 35%, except in the Americas where the rate has increased by 17%.⁶⁸ Among adolescents aged 15 to 19 in high-income countries, suicide rates among boys are three times higher than among girls, underscoring a severe and gendered public-health concern.⁶⁹

The mental health of LGBTQ+ youth in the OSCE region is also an area of concern. For example, 77% of sexually and gender diverse youth in Canada reported having been the “target of bullying in the previous year” compared to 69% of “cisgender youth who are attracted exclusively to a different gender.”⁷⁰ LGBTQ+ youth reporting bullying are also twice as likely than “other bullied youth” to “describe their mental health as poor” and to “consider taking their own life.”⁷¹

These findings underscore the need for policymakers to adopt gender- and sex-responsive approaches to health. As emphasized by IHME researchers, addressing gender inequality in health requires attention not only to women’s and girls’ health, but also to the specific vulnerabilities faced by boys and men. IHME researchers argue that gender-sensitive strategies grounded in data on gender differences and tailored to each country are essential to reducing preventable deaths, mitigating long-term disability, and promoting equitable health outcomes across populations.⁷²

Loss of Connection and Defining Masculinity

Experts have warned that mental health challenges among boys and men may be exacerbated by what has been described as a “crisis of connection,” characterized by a lack of trusted relationships they feel they can rely on for support.⁷³ Civil society organizations in the United States and the United Kingdom have documented and reported on this phenomena, also noting that some boys and men are struggling to understand what is meant by masculinity in contemporary society.

⁶⁸ World Health Organization (WHO), [Suicide worldwide in 2021: Global Health Estimates](#), 2025.

⁶⁹ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026

⁷⁰ Government of Canada, [Facts, stats and impact: 2SLGBTQI+ communities](#).

⁷¹ *Ibid.*

⁷² Allison Krugman, [How Gender and Sex Shape Disease](#), 3 May 2024; Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

⁷³ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

Evidence from civil society research underscores the scope of this issue. The UK-based organization Male Allies, in its report *The Voice of the Boys*, drew on interviews with 1,000 boys and found that 81% felt there were not enough spaces to simply “be a boy” today, while 72% reported having no more than one person who knows them “really well.” The report also highlights that 79% of boys were unclear about what masculinity means, 65% felt that school was not preparing them for the future, and 54% believed boys face more challenges than girls today.⁷⁴

Similar patterns appear in the United States. A 2024 Pew Research Center survey found that only 38% of boys aged 13–17 felt comfortable speaking with friends about their mental health, compared with 58% of girls.⁷⁵ Likewise, research by Equipundo, a non-governmental organization, describes a “crisis of connection” among young men in the United States compounded by uncertainties about what it means to be a “good man.” According to Equipundo, this combination creates fertile ground for alternative sources of belonging and may contribute to some young men seeking a community online within the “manosphere,” a loose network of digital spaces that promote rigid gender roles, misogyny, and opposition to feminism. Equipundo adds that while these spaces may offer a sense of identity and belonging, their influence has been linked to negative outcomes such as poorer mental health and increased risks of violence toward others or oneself.⁷⁶

Experts suggest that socialization patterns play a key role in shaping these outcomes for boys and men. According to psychologist Englar-Carlson, boys are often discouraged from expressing vulnerability from a young age, receiving messages to suppress emotion or “be tough,” while girls are more likely to have their emotions acknowledged and validated. Englar-Carlson argues that over time, this can leave boys with fewer emotional tools and less confidence in articulating their feelings, further contributing to isolation and reluctance to seek support during periods of stress or crisis.⁷⁷

Scholars have also pointed to structural and cultural shifts that have reshaped men’s social roles without a corresponding shift in social expectations around masculinity and, in particular,

⁷⁴ Male Allies UK, [What do Boys think?](#)

⁷⁵ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

⁷⁶ Equipundo, [The Manosphere, rewired: Understanding masculinities online and pathways for healthy connection](#), 2024.

⁷⁷ Helen Pearson, [Are boys really in crisis? What the science says in the age of the manosphere](#), Nature, 31 March 2026.

fatherhood. According to Richard V. Reeves, founding president of the American Institute for Boys and Men, the traditional male role as primary household provider has largely been dismantled across much of the Western hemisphere as women have secured greater economic independence. However, he contends that cultural norms, and sometimes public policies, remain “stuck on an obsolete model of fatherhood,” lagging behind economic reality. This mismatch, Reeves suggests, has contributed to the emergence in the United States of fathers who are uncertain about their roles, lack institutional support to engage fully in caregiving, and feel disconnected both from family life and from broader definitions of male purpose.⁷⁸

Reeves emphasizes that addressing the challenges facing boys and men does not require abandoning the ideal of gender equality. Rather, he frames such efforts as a necessary extension of it. According to Reeves, while feminist movements have successfully transformed women’s lives by expanding opportunities and redefining social roles, men’s lives have yet to undergo a comparable recalibration. He calls for the development of a positive and forward-looking vision of masculinity that aligns with contemporary economic and social realities and values care, emotional literacy, and shared responsibility. This approach, he argues, must also include targeted support to help educational systems better respond to the needs of boys, particularly those who feel marginalized, disengaged, or uncertain about their future paths.⁷⁹

Despite the challenges described above, Equimundo’s State of the World’s Fathers research, conducted every two years since 2015, hints at progress. The 2023 findings indicate growing consensus that governments should introduce adequate public policies supporting shared caregiving responsibilities in a family unit. In fact, the research shows that many men are already engaged in care work and are willing to do more. However, the States of the World’s Fathers also reveals that many barriers remain, slowing progress toward equal sharing of care responsibilities.⁸⁰

PERCEPTION OF GENDER EQUALITY AND STEREOTYPES

Recent survey evidence highlights both a marked polarization in public attitudes toward gender equality and the persistence of some gender stereotypes in the OSCE region, with differences in attitudes detected between gender and age groups. According to the Eurobarometer on gender stereotypes, conducted in early 2024 in all 27 EU countries, most people generally view gender

⁷⁸ Richard V. Reeves, *Of Boys and Men: Why the modern male is struggling, why it matters, and what to do about it*, Brookings Institution Press, 2022.

⁷⁹ *Ibid.*

⁸⁰ Equimundo, [State of the World’s Fathers: Centering care in a world in crisis](#), 2023.

equality as beneficial for all, and three out of four respondents (73% of male respondents and 78% of women respondents) agree that men also benefit from gender equality.⁸¹

In contrast, opinions are divided on whether feminism has “gone too far,” with 45% agreeing with this statement and 48% disagreeing. Men are much more likely than women to agree with this statement (52% vs. 39%).⁸² Similarly, in an Ipsos survey conducted in December 2025 and January 2026 in 29 countries, of which 14 are OSCE participating States,⁸³ 52% of respondents agreed that “when it comes to giving women equal rights with men, things have gone far enough in my country,” while 40% disagreed with that statement. In the same Ipsos survey, 54% of men compared to 38% of women felt they are already doing too much for equality.⁸⁴ Moreover, 52% of men compared with 36% of women surveyed by Ipsos believed that the pursuit of gender equality has gone so far that it discriminates against men.⁸⁵

According to the European Commission, the results of the Eurobarometer on gender stereotypes reveal an increased polarization of views between young women and young men, with young men tending to agree more with stereotypical views on gender.⁸⁶ The Eurobarometer found that 47% of boys and men aged 15 to 24 years agree that feminism has “gone too far,” compared to 27% of girls and women of the same age, and 22% disagree that men would also benefit from gender equality, compared to 14% of 15-24-year-old female youth.⁸⁷ Furthermore, the Ipsos survey respondents were more optimistic about what the future holds for young women than young men: 55% of respondents thought that young women in their country today will have a better life than women of their parents’ generation while only 40% thought that young men will have a better life than men of their parents’ generation.⁸⁸

The Eurobarometer also surveyed respondents on their perception of gender roles. In 2024, about 40% of respondents agreed that the most important role of a man is to earn money and that the most important role of a woman is to take care of her home and family. That said, significant variations were recorded across EU member states. For instance, 75% of respondents

⁸¹ European Commission, [Special Eurobarometer 545: Gender Stereotypes](#), December 2024.

⁸² *Ibid.*

⁸³ The 14 countries are: Belgium, Canada, France, Germany, Hungary, Ireland, Italy, the Netherlands, Poland, Spain, Sweden, Türkiye, United Kingdom and United States.

⁸⁴ Ipsos, [Mind the Gaps: Global Attitudes Toward Gender Equality in 2026](#), 5 March 2026.

⁸⁵ *Ibid.*

⁸⁶ European Commission, [2025 Report on Gender Equality in the EU](#), 2025.

⁸⁷ European Commission, [Special Eurobarometer 545: Gender Stereotypes](#), December 2024.

⁸⁸ Ipsos, [Mind the Gaps: Global Attitudes Toward Gender Equality in 2026](#), 5 March 2026.

in Slovakia agreed that the most important role of a man is to earn money compared to 11% in Sweden, and 74% of respondents in Bulgaria agreed that the most important role of a woman is to take care of her home and family compared to 10% of respondents in Denmark.⁸⁹

⁸⁹ European Commission, [Special Eurobarometer 545: Gender Stereotypes](#), December 2024.

CONCLUSION AND CALL TO ACTION

Over the past three decades, international commitments and coordinated action have contributed to improving the lives of many women and girls across the world, including in OSCE participating States. Nevertheless, progress toward gender equality has been uneven and slow, with recent setbacks and growing backlash. In response, the international community has reaffirmed its commitments to gender equality under frameworks such as the Beijing Declaration and Platform for Action and the UN Sustainable Development Goals.

As this report demonstrates, women and girls in the OSCE region continue to experience high levels of violence, as well as significant economic and political inequalities. Deeply rooted gender stereotypes and norms still limit opportunities for women and girls. In particular, their educational outcomes alone have not been enough to close the gender gap related to labour market participation and earnings. Addressing structural inequalities affecting women and girls remains essential in the OSCE region.

At the same time, evidence points to specific and growing challenges facing boys and men, particularly in education and health, and in relation to restrictive gender norms. UNESCO argues that, to achieve equal education attainment for both boys and girls, specific barriers facing boys in education cannot be overlooked. While gender gaps in enrolment and attendance have narrowed, distinct and increasingly divergent patterns are evident in how boys and girls progress through education systems. As well, evidence shows how overall gender gaps in education may vary widely by country and income level. Understanding these variations is essential to promoting equitable educational outcomes and broader social empowerment.

My report also reaffirms that gender equality is not a zero-sum endeavour. Failing to recognize adolescent boys as a potentially vulnerable group risks undermining progress for everyone. Rather than focusing on the challenges of one group in isolation, the evidence considered in this report points to the importance of addressing the shared and intersecting challenges facing all young people, including with regard to health and education.

To conclude, I call on the governments and parliaments of OSCE participating States to make a sustained commitment to comprehensive, evidence-based and gender-responsive policymaking grounded in an intersectional approach. Such an approach requires the collection – and better use – of disaggregated data, and policies tailored to the needs of different population groups. As well, I urge the governments and parliaments of OSCE participating States to support efforts, particularly by civil society organizations, to challenge harmful gender norms and stereotypes. Such work is essential to fostering full gender equality and social cohesion. A renewed

PART II: SUMMARY OF THE ACTIVITIES OF THE OSCE PA SPECIAL REPRESENTATIVE ON GENDER ISSUES IN 2025–2026

I was honoured to have been reappointed by OSCE PA President Pere Joan Pons in September 2025 to serve a two-year mandate as OSCE PA Special Representative on Gender Issues. Since my initial appointment to the position in 2010, I have worked actively to promote discussion of gender issues within the OSCE PA and the broader OSCE community. This past year has been another busy one as Special Representative. Below are highlights of my activities over the past 12 months.

2025 GENDER REPORT

In June 2025, I presented my annual report on gender issues. Entitled *Sexual and Reproductive Health and Rights in the OSCE Region – Protecting Gains, Countering Threats*, the report provides an overview of international commitments regarding sexual and reproductive health and rights (SRHR), highlights threats to SRHR, and discusses the state of access to abortion care and access to modern contraception in the OSCE region⁹⁰.

My report emphasizes that SRHR are essential for gender equality and human rights. It highlights that decades of global progress in the area of SRHR are now being threatened by growing political and social polarization and anti-gender ideologies and movements. Real and attempted rollbacks of SRHR challenge the wellbeing of women, girls, the LGBTQ+ community and other marginalized groups, and have serious and potentially long-term consequences. To counter these threats, the report calls on OSCE participating States to eliminate barriers to the provision of affordable and accessible SRHR in the OSCE Region. More specifically, it calls upon participating States to ensure that their legislative and policy environments guarantee access to contraception and safe abortion services and uphold gender equality. It also urges each OSCE participating State to adopt and implement relevant guidelines, including the WHO 2022 Abortion care guideline.

ROUNDTABLE WITH PORTUGUESE CIVIL SOCIETY ORGANIZATIONS

On 29 June 2025, prior to the beginning of the 2025 Annual Session, I had the opportunity to meet with Portuguese civil society organizations (CSOs) in Porto, Portugal. The objective of the meeting was to gain a better understanding of gender issues in the country and the role played by local CSOs in supporting the realization of gender equality. The discussions focused on various

⁹⁰ Dr. Hedy Fry, [*Reproductive Health and Rights in the OSCE Region – Protecting Gains, Countering Threats*](#), Organization for Security and Co-operation in Europe Parliamentary Assembly, June 2025.

issues including the weak implementation of gender equality laws; the marginalization of LGBTQ+ and women's rights; intersectionality; the impact of far-right politics and anti-gender rhetoric; social media's role in polarization and misinformation; and religious and cultural resistance to gender equality. Participants also raised some issues faced by CSOs such as funding challenges, and stressed the urgent need for stronger partnerships between government and civil society, a practical application of gender equality plans, and early education reforms to embed gender awareness in curricula.

2025 ANNUAL SESSION IN PORTO, PORTUGAL

At the 2025 Annual Session in Porto, Portugal, I was pleased to sponsor a supplementary item on strengthening support for sexual and reproductive health and rights in the OSCE region. That supplementary item, which was adopted without amendment, expressed concern that “advancements in the area of sexual and reproductive health and rights have recently come under threat in some parts of the world, including in the OSCE region, by anti-gender ideologies and campaigns, legislation and other barriers.” Among other recommendations, the supplementary item urged OSCE participating States to “eliminate all barriers to the provision of the full spectrum of universal, accessible and affordable sexual and reproductive health care and services.” It also encouraged OSCE participating States to “create a legislative environment that allows civil society organizations to advocate for, access and deliver a diverse range of funding, including private and public funding, to support their work in the area of sexual and reproductive health and rights.”⁹¹

During the Annual Session, I also sponsored the following four amendments to general committee resolutions and supplementary items:

An amendment to the resolution of the Third General Committee, which encouraged OSCE participating States to increase their support for gender equality globally through new and multi-year foreign aid commitments earmarked for this priority.

Three amendments to the supplementary item on Responding to the Demographic Winter (Gudrun Kugler, Austria). The first highlighted the importance of policies aimed at supporting maternal and newborn health. The second called on OSCE participating States to adopt policies relating to parental leave, early childhood education and care services. The amendment also added language that recognizes the diversity of family structures. The third amendment removed the mention of “cultural proximity” as a criterion for the design of targeted immigration policies.

⁹¹ See: OSCE PA, [Porto Declaration and Resolutions](#), 32nd Annual Session, Porto, Portugal, 29 June–3 July 2025.

All four amendments were adopted.⁹²

During the Annual Session, I also hosted a working lunch on gender issues. The theme of the 2025 gender lunch was “Strengthening support for sexual and reproductive health and rights in the OSCE region.” The event was co-hosted with the Head of the Portuguese Delegation to the OSCE PA, Ms Paula Cardoso. During the lunch, participants heard a presentation by Ms. Mónica Ferro, Director of the United Nations Population Fund Representation Office in London, as well as remarks by President Kauma and Secretary General Montella.

The presentations and discussions that followed focused on several issues, including obstacles that parliaments and governments of OSCE participating States face in trying to strengthen support for sexual and reproductive health and rights. Participants also shared best practices to advance sexual and reproductive health and rights. Overall, the discussions underscored a shared commitment to parliamentary cooperation to advance SRHR and gender equality.

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

On the occasion of the 16 Days of Activism against Gender-Based Violence and to commemorate Human Rights Day, I issued a statement and a video message.⁹³ In the statement, I expressed my concern over digital violence against women and girls, sometimes also called technology-facilitated gender-based violence. This type of violence, which can take many forms including sexual harassment, stalking, image - based abuse, trolling, doxing, misogynistic or gendered hate speech and misinformation, is becoming increasingly commonplace. In my statement, I highlighted the dangerous continuum between online and offline gender-based violence, noting that, all too often, violence that begins online moves into offline spaces, and vice versa. I also exhorted governments and parliaments to act urgently to regulate online spaces and artificial intelligence tools to tackle this scourge, while ensuring that new regulatory or policy measures are not used as a pretext to limit human rights, including freedom of expression.

REMARKS DURING VARIOUS EVENTS

On 18 December 2025, I delivered closing remarks during the online seminar “Gender parity: Why it is important and how to make it happen,” organized by the OSCE PA and the Office for Democratic Institutions and Human Rights (ODIHR). In my remarks, I highlighted progress

⁹² Ibid.

⁹³ OSCE PA, [16 Days of Activism in 2025: The Fight for Gender Equality Moves Online](#), News release, 25 November 2025, and Dr. Hedy Fry, [“OSCE PA Special Rep on Gender Issues – Dr. Hedy Fry – 16 Days of Activism,” OSCE Parliamentary Assembly](#), YouTube, 4 December 2025.

achieved in political decision-making spaces in Canada, where women represent about 30% of members of Parliament and 55% of senators. As well, I encouraged parliamentarians to apply a gender lens to their work.

On 19 February 2026, during the OSCE PA 25th Winter Meeting in Vienna, Austria, I delivered closing remarks during a side event held by ODIHR in collaboration with the delegations of the United Kingdom and North Macedonia on “Addressing Violence Against Women in Politics in the OSCE Region: Experiences and Coping Strategies of Women in Politics.” This side event presented the key findings and the practical guidance highlighted in the sixth tool of the ODIHR toolkit on violence against women in politics⁹⁴. In my remarks, I noted that violence against all parliamentarians, of all genders and identities, is on the rise. For example, in Canada, between 2019 and 2024, we saw a shocking increase of over 700% in the number of cases of members of Parliament being harassed. Most of these cases related to online threats, but there has also been an increase in threats in person and at events. I stressed that violence against women in politics seeks to silence women and to preserve male dominance in political spaces. It weakens democratic representation and limits the ability of women to challenge the status quo. I also encouraged parliamentarians to tackle the two main barriers to addressing violence against women in politics – the lack of comparable, disaggregated data, and underreporting of threats and incidents.

SIXTH MEETING OF THE INFORMAL GENDER NETWORK

On 12 February 2026, the Informal Gender Network of the OSCE PA met for a sixth time. During the open discussion, among other topics, participants talked about the importance of integrating youth perspectives in the process of advancing gender equality. Participants also discussed the decision not to appoint a Special Representative of the OSCE Chairperson-in-Office on Gender for Switzerland’s 2026 Chairpersonship. Participants agreed to raise this issue during the OSCE PA 25th Winter Meeting in Vienna.

ROUNDTABLE WITH AUSTRIAN CIVIL SOCIETY ORGANIZATIONS

On 18 February 2026, ahead of the OSCE PA 25th Winter Meeting in Vienna, Austria, I met with local CSOs working on gender issues and LGBTQ+ rights. During this visit, the CSOs described the situation in Austria with regard to gender equality and the rights of women and the LGBTQ+ community. Among other issues, the participants discussed some of the challenges they face in their work promoting gender equality. For instance, some highlighted the impact of funding cuts

⁹⁴ OSCE Office for Democratic Institutions and Human Rights, “[Experiences and Coping Strategies of Women in Politics - Tool 6](#),” 31 December 2025.

on their capacity to deliver services. They also spoke about the shrinking space for CSOs to advocate for gender equality in Europe. As well, they spoke about broader societal challenges faced by Austrian women, some of which, in their view, stem from the country's social democrat tradition combined with its strong patriarchal values. They also noted a significant gender pay gap in Austria.

INTERNATIONAL WOMEN'S DAY

On 6 March 2026, I released a statement for International Women's Day⁹⁵. In my statement, I noted that "the goal of achieving full equality for girls born today remains within reach." I also highlighted some key areas in which urgent progress must be made, in line with the Beijing+30 Action Agenda. These are: a digital revolution, freedom from poverty, zero violence, full and equal decision-making power, a role in peace and security and climate justice.

OPEN LETTER TO THE OSCE CHAIRPERSON-IN-OFFICE

On 15 April 2026, I addressed an open letter co-signed by 31 parliamentarians from 18 OSCE participating States to the OSCE Chairperson-in-office, Mr. Ignazio Cassis (Switzerland). This letter expressed concern about the decision not to appoint a Special Representative of the OSCE Chairperson-in-Office on Gender for Switzerland's 2026 Chairpersonship. In the letter, I stressed that without a Special Representative of the OSCE Chairperson-in-Office on Gender, the OSCE's gender agenda risks losing coherence, continuity, and visibility at a moment when gender-based violence, threats to women human rights defenders, and the gendered consequences of conflicts are increasingly evident across the OSCE region.

SUPPLEMENTARY ITEM CONSULTATION

On 7 May 2026, I held a virtual meeting with more than 20 CSOs from across the OSCE region to receive feedback on the draft version of my supplementary item entitled *Advancing Gender Equality for Women, Girls, Boys and Men in the OSCE region*. During the consultation, participants made suggestions with regard to changes to the supplementary item and noted challenges concerning gender equality in their countries. Among other elements, CSOs suggested to add points in the supplementary item about levels of gender violence in the OSCE region, attacks against SRHR, and the closing of space for CSOs to conduct advocacy.

⁹⁵ OSCE PA, "["We must seize the moment': OSCE PA Special Representative on Gender Issues celebrates International Women's Day,"](#) 6 March 2026.

PART III

PART III of the report examines gender representation within the OSCE PA and OSCE PA International Secretariat, as well as the gender composition of parliaments in OSCE participating States. It also offers an overview of gender balance among Vienna-based Ambassadors and Permanent Representatives to the OSCE.⁹⁶

SECTION I: GENDER BALANCE IN THE OSCE PA

Since its establishment, the OSCE PA has remained committed to enhancing gender balance within its structures and delegations. A key milestone was reached during the 2009 Annual Session in Vilnius, when the Standing Committee amended the OSCE PA's Rules of Procedure by adding a sub-clause to Rule 1, stating that "*each national Delegation should have both genders represented.*"⁹⁷ In 2011, the OSCE PA adopted a "Resolution on Women's representation at the OSCE Parliamentary Assembly"⁹⁸ urging national parliaments to increase the participation of women in their delegations to the OSCE PA. This resolution was prompted by the significant gender imbalance observed at the time, with only 73 of 307 delegates (23.7%) being women. Additionally, 17 of the 57 national delegations were composed entirely of men, and only 10 delegations were led by women.

Following the adoption of the 2011 resolution, the OSCE PA began to take a more active role in promoting dialogue on gender equality, both within its own structures and in national parliaments. This commitment was reflected during the 2019 Annual Session in Luxembourg, where 2 of the 15 adopted resolutions addressed gender-related issues⁹⁹ - highlighting, among other topics, the benefits of digitalization for gender policies and the inclusion of gender and youth perspectives in climate change agendas.

The OSCE PA International Secretariat also actively cooperates with the OSCE institutions on joint gender-related initiatives and events. Between 2024 and 2026, the OSCE PA partnered

⁹⁶ The reporting period of the data in the Section II of the report is 1 July 2025 to 1 June 2026.

⁹⁷ Also present in OSCE PA Rules of Procedure, 21 March 2020. Available at <https://www.oscepa.org/ru/dokumenty/rules-of-procedure/1832-rules-of-procedure-english/file>.

⁹⁸ OSCE PA Resolution on Women's Representation at the OSCE Parliamentary Assembly, 20th Annual Session, 6-10 July 2011. Available at <https://www.oscepa.org/en/documents/annual-sessions/2011-belgrade/declaration-4/3030-belgrade-resolutions-eng/file>.

⁹⁹ See [OSCE PA 2019 Luxembourg Declaration](#).

with ODIHR to develop the study *"Enhancing Disability Inclusion in Parliament: A Methodology for Assessing Parliaments in the OSCE Region."* This study presents a six-step participatory methodology designed by ODIHR to assess and promote the inclusion of persons with disabilities in parliamentary processes across OSCE participating States. Based on international commitments like the Convention on the Rights of Persons with Disabilities¹⁰⁰ and OSCE Human Dimension Commitments.¹⁰¹

On 3–4 June 2025, the OSCE PA and ODIHR, together with the 2025 OSCE Finnish Chairpersonship, organized the workshop "Realising Gender Equality in and by Parliaments" in Helsinki, where parliamentarians from across the OSCE region gathered to reaffirm their commitment to building parliaments that reflect equality and diversity. As a result, the *Helsinki Pledges on Gender-sensitive Parliaments in the OSCE region* was adopted, aiming for gender parity (50:50 between women and men) and for inclusive representation of all voices — across generations and backgrounds.¹⁰²

Additionally, on 18 December 2025, the OSCE PA and ODIHR jointly held an online webinar entitled "Gender Parity: Why Is It Important and How to Make It Happen?", which gathered more than 120 participants from across the OSCE region, including parliamentarians, parliamentary staff, OSCE representatives, and experts, to advance concrete action toward equal representation of women and men in political decision-making.¹⁰³

Finally, in early June 2026, OSCE PA President Pere Joan Pons spoke at the IPU Global Conference of Women Parliamentarians, where he discussed parliamentary rules, practices and culture and shared good practices from the OSCE PA on making parliaments more gender-sensitive, and free from stereotypes and discrimination.

A. MEMBER DIRECTORY STATISTICS

As in previous years, men continue to make up the majority of the OSCE PA. Currently, the Assembly consists of 166 women and 341 men, meaning that 66.21% of its Members—including Heads of Delegation, Members, and Alternate Members—are male.

¹⁰⁰ <https://www.ohchr.org/en/treaty-bodies/crpd#:~:text=The%20Committee%20on%20the%20Rights.one%20billion%20people%20with%20disabilities>

¹⁰¹ <https://www.osce.org/odihr/human-dimension-commitments>

¹⁰² <https://odihr.osce.org/odihr/592562>

¹⁰³ <https://www.oscepa.org/en/news-a-media/press-releases/2025/osce-pa-and-odihr-highlight-pathways-to-achieving-gender-parity-in-politics>

Nevertheless, since the adoption of the 2011 Resolution on Women’s Representation in the OSCE PA, the share of female representatives has been gradually increasing. As illustrated in **Figure 1**, women now make up 33.79% of the Assembly as of June 2026 (including Heads of Delegation, Deputy Heads, Members, and Alternates), a modest rise from 32.6%¹⁰⁴ the previous year.

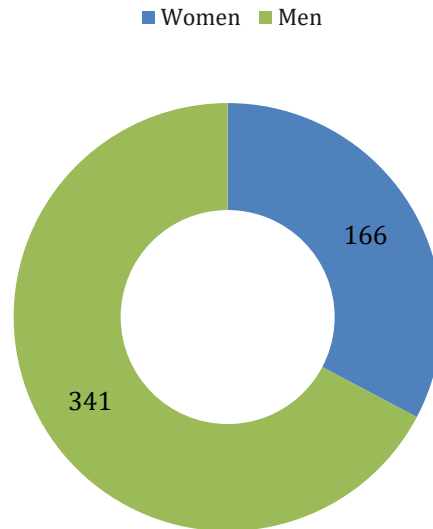


Figure 1 – Gender Balance of the OSCE PA Members (including HoD, DHoD, Members, Alternate Members) as of June 2026 (%)

B. INITIATIVE TO BOOST WOMEN’S PARTICIPATION

In line with Article 1.4 of the OSCE PA Rules of Procedure¹⁰⁵, national delegations should comprise members of both genders. As shown in **Figure 2**, the number of all-male delegations has generally declined over time—from 10 in both 2012 and 2013, then slightly decreasing to 9 in 2014, rising again to 10 in 2015, and falling to 6 in both 2016 and 2017. The lowest number was recorded in 2018, 2019 and 2025 with only two male-only

¹⁰⁴ See Table A.1 in Appendix A.

¹⁰⁵ OSCE PA Rules of Procedure. Available at <https://www.oscepa.org/en/documents/rules-of-procedure/1832-rules-of-procedure-english/file>.

delegations. As of June 2026, four countries, Bosnia and Herzegovina, Mongolia, Slovakia, and Spain, lack female parliamentarians in their delegations.¹⁰⁶

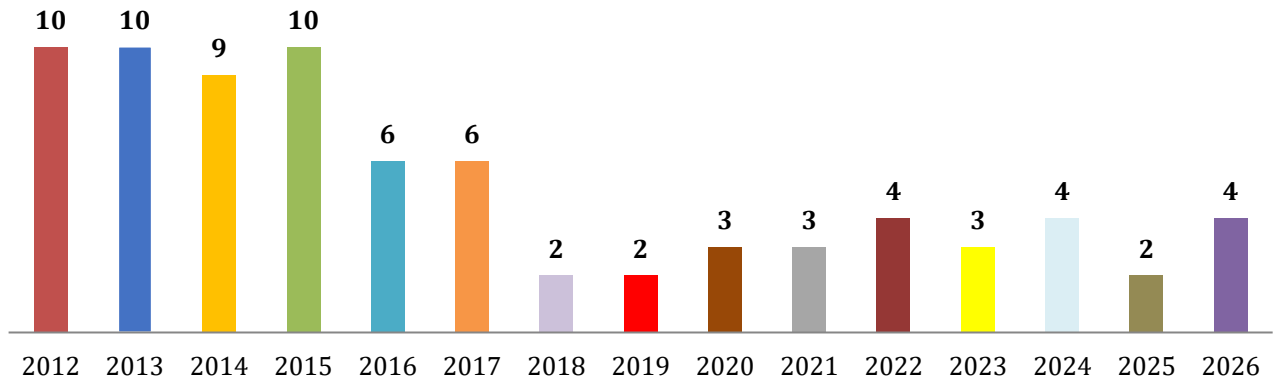


Figure 2 - Number of delegations with no female members (2012–2026) as of June 2026

Figure 3 below presents gender-disaggregated data of the Assembly, including Members and Alternate Members.¹⁰⁷

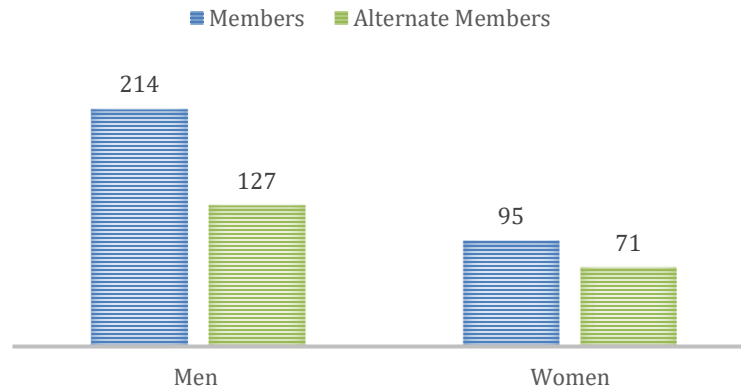


Figure 3 - OSCE PA gender-disaggregated as of June 2026

¹⁰⁶ See Table A.2 in Appendix A. The Holy See is excluded from this statistics.

¹⁰⁷ See Table A.3 in Appendix A.

C. GENDER BALANCE IN THE OSCE PA BUREAU

The Bureau of the OSCE PA is composed of the President, eight Vice-Presidents, the Treasurer, and the three Officers from each of the General Committees. As of June 2026, the Bureau has 19 members, six of whom are women, resulting in a gender ratio of 68.42% male to 31.58% female, unchanged from 2025. This marks an improvement in female representation compared to the years 2022–2024, when women accounted for 26.32% of the Bureau.

As illustrated in **Figure 4**, female representation in the Bureau in 2026 has successfully reached the 30% target recommended in the 2011 Resolution on Women’s Representation in the OSCE PA.¹⁰⁸

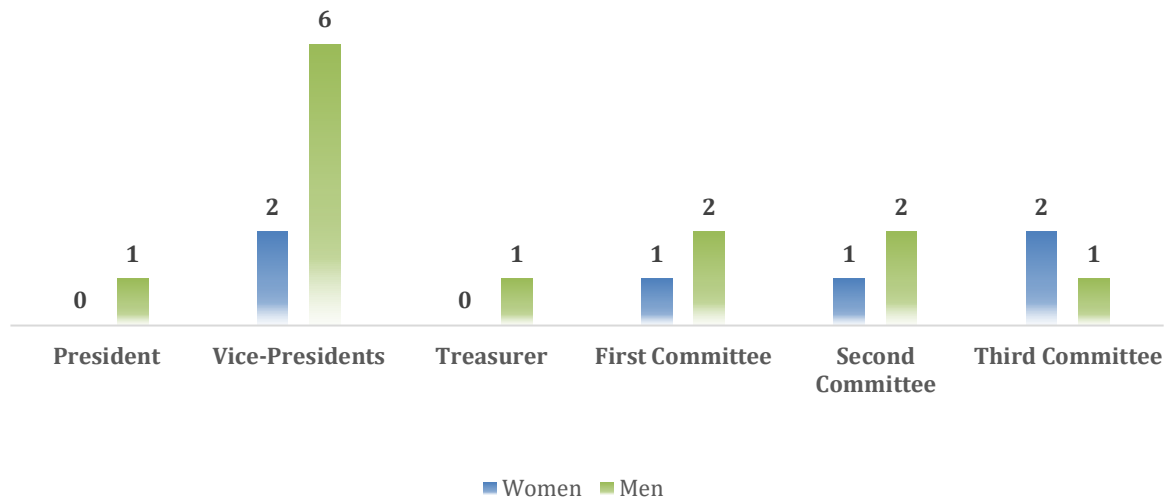


Figure 4 – Gender Balance of OSCE PA Bureau Members as of June 2026

1. Female Presidents and Vice-Presidents in the OSCE PA

The current president is a man, Pere Joan Pons. The gender distribution among OSCE PA Presidents and Vice-Presidents has fluctuated over the years. From 1992 to 2026, the role of

¹⁰⁸ See Table A.4 in Appendix A.

President was largely occupied by men, with 16 men and only 4 women serving in the position during this period.

Women Presidents were Pia Kauma of Finland (2023-2025), Margareta Cederfelt of Sweden (2021-2023), Christine Muttonen of Austria (2016–2017) and Helle Degn of Denmark (1998–2000).

2. Officers of the OSCE PA General Committees

Following the 2025 Annual Session, gender representation among the Officers of the Assembly’s General Committees is close to parity , with five men and four women serving as Officers. This marks an improvement compared to the previous year, during which six Officers were men and three women.

3. OSCE PA Special Representatives

Under the OSCE PA Rules of Procedure, the President has the authority to appoint Special Representatives to act on their behalf, including engaging in dialogue and participating in activities that support the Assembly’s objectives. The number of Special Representatives varies each year, depending on the Assembly’s priorities and thematic needs.

As of June 2026, there are 17 Special Representatives, 8 of whom are women—representing 47% (see **Figure 5**).¹⁰⁹. Each appointment is for a two-year term.

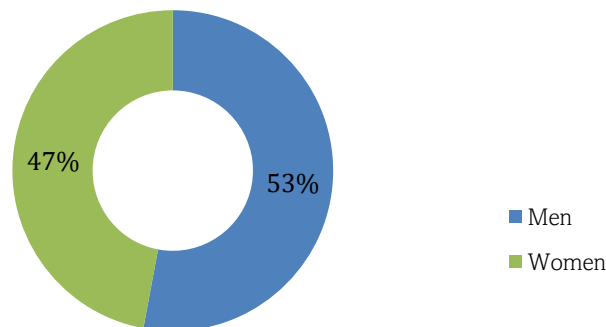


Figure 5 – Gender Balance of OSCE PA Special Representatives as of June 2026 (%)

¹⁰⁹ See Table A.5 in Appendix A.

D. FEMALE PARTICIPATION IN THE STATUTORY MEETINGS

1. 2025 Annual Session

The number of female parliamentarians participating in the Annual Sessions increased slightly in 2025 compared to 2024. As shown in **Figure 6**, 246 Members and Alternate Members attended the 2025 OSCE PA Annual Session in Porto, of which 85 were women (34.55%) and 161 were men¹¹⁰. In 2024, women made up 30.35% of participants, while in 2023, the percentage was 34.25%.¹¹¹

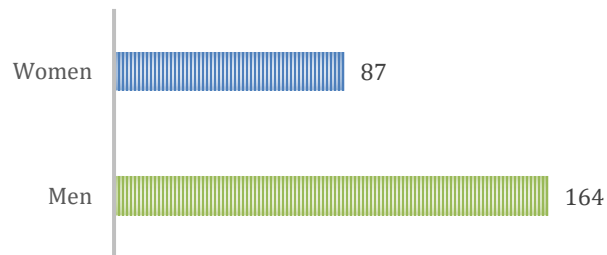


Figure 6 – Gender Breakdown of Parliamentarian Participation in the OSCE PA 2025 Annual Session in Porto

2. 2025 Autumn Meeting

A total of 191 Members and Alternate Members participated in the 2025 Autumn Meeting in Istanbul, including 66 women (34.55%) and 125 men.¹¹²

¹¹⁰ See Table A.6 in Appendix A.

¹¹¹ See Table A.6.1 in Appendix A.

¹¹² See Table A.7 in Appendix A.

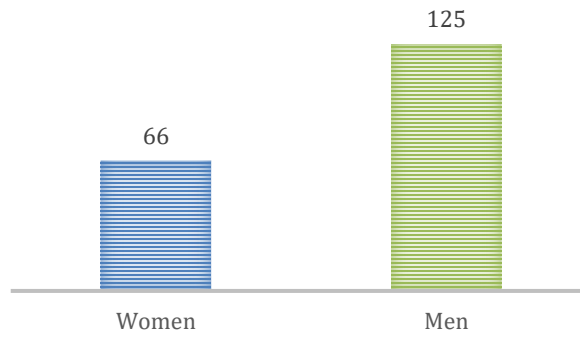


Figure 7 - Gender Breakdown of Parliamentarian Participation in the OSCE PA 2025 Autumn Meeting

3. 2026 Winter Meeting

A total of 297 Members and Alternate Members participated in the 2026 Winter Meeting, with 74 women (24.92%) and 223 men in attendance.¹¹³

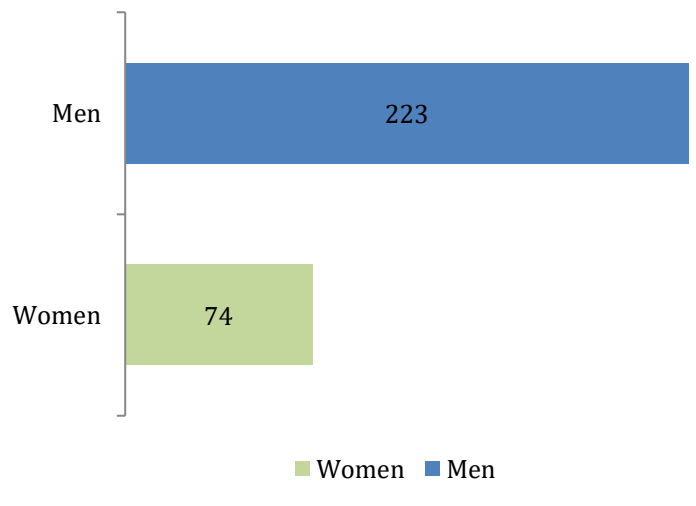


Figure 8 - Gender Breakdown of Parliamentarians' Participation in the OSCE PA 2026 Winter Meeting (%)

¹¹³ See Table A.8 in Appendix A.

E. FEMALE PARTICIPATION IN THE OSCE PA AD HOC COMMITTEES

Female participation in the Ad Hoc Committees has fluctuated over the years. As of June 2026, the OSCE PA has four Ad Hoc Committees: the Ad Hoc Committee on Countering Terrorism, the Ad Hoc Committee on Migration, the Parliamentary Support Team for Ukraine, and the Sub-Committee on Rules of Procedure. As shown in **Figure 9** below, women make up less than 50% of the membership across the four committees.¹¹⁴

A.9 Participation in OSCE PA Ad Hoc Committees			
As of 1 June 2026			
	MPs	Women	% of Women
Ad Hoc Committee on Countering Terrorism	12	4	33.33%
Ad Hoc Committee on Migration	17	8	47.00%
Parliamentary Support Team for Ukraine	18	5	27.78%
Sub-Committee on Rules of Procedure	12	4	33.33%

Figure 9 – Female Participation in the OSCE PA Ad Hoc Committees as of June 2026 (%)

F. FEMALE PARTICIPATION IN THE OSCE PA ELECTION MONITORING 2025–2026

Between July 2025 and June 2026, a total of 94 female parliamentarians participated in OSCE Election Observation Missions (EOMs), accounting for 29.28% of the 321 observers deployed. **Figure 10** illustrates the gender distribution across the four EOMs conducted during this reporting period.¹¹⁵

A.10 Participation in OSCE PA Election Observation Missions (EOMs)			
1 July 2025 - 1 June 2026			
Elections Observed	MPs	Women	% of Women
Parliamentary Elections, Moldova (28.09.2025)	79	26	32.91%
Parliamentary Elections, Kyrgyzstan (30.11.2025)	56	15	26.78%
Parliamentary Elections, Hungary (12.04.2026)	108	26	24.07%
Presidential Elections, Armenia (07.06.2026)	78	27	34.62%
Total	321	94	29.28%

¹¹⁴ See Table A.9 in Appendix A.

¹¹⁵ See Table A.10 in Appendix A.

Figure 10 – Female Participation in the OSCE PA Election Monitoring 2025–2026 (%)

G. ONSITE AND ONLINE EVENTS AND MEETINGS

In addition to its Statutory Meetings, the OSCE PA regularly initiates and co-organizes both in-person and virtual events in collaboration with national delegations and OSCE institutions.

The OSCE PA also maintains two informal networks – the Informal Network of Young Parliamentarians and the Informal Gender Network – which bring together engaged parliamentarians to address key issues across the OSCE region, foster cooperation, exchange best practices, and seek solutions to pressing challenges.

1. Informal Network of Young Parliamentarians

Aimed at bringing together Members under the age of 40, the OSCE PA’s Informal Network of Young Parliamentarians was launched in 2020 at the initiative of young parliamentarians in Washington, DC. During the reporting period, from July 2025 to June 2026, the network met three times: in Cyprus, where female representation was recorded as 40%; in Türkiye, with 12 young parliamentarians participating (33.33% of whom were women); and at the 26th Winter Session in Vienna, where women made up 25% of participants (2 out of 8 participants were women). Overall, during the reporting period, women accounted for less than half of the participants – 12 or 34.28% in total (please see Figure 11 below).

A.11 Participation in the meetings of the Informal Network of Young Parliamentarians				
1 July 2025 -1 June 2026				
List of meetings	MPs	Women	Men	% of Women
Visit to Cyprus (17-19 September 2025)	15	6	9	40%
Visit to Istanbul (16 November 2025)	12	4	8	33.33%
Visit to Vienna (18 February 2026)	8	2	6	25%
Total	35	12	23	34.28%

Figure 11: Participation in the meetings of the Informal Network of Young Parliamentarians 2025–2026 (%)

2. Informal gender network

The Informal Gender Network brings together a diverse group of parliamentarians for discussions on gender equality in the OSCE region. Through informal exchanges among parliamentarians, the initiative aims to highlight areas of progress while identifying key barriers to achieving full gender equality within the OSCE region, the OSCE PA, and other OSCE structures—including in the context of the Women, Peace and Security agenda.

Under Dr. Fry’s leadership, the Informal Gender Network has held six online discussion sessions, on 27 October 2022, 25 January 2023, 26 May 2023, 23 January 2024, 16 January 2025, and 12 February 2026. The network will continue its activities in support of the Special Representative’s mandate. Overall, the meetings saw significantly higher participation by women, who made up 80.86% of attendees. Participation data is presented in **Figure 12** below.¹¹⁶

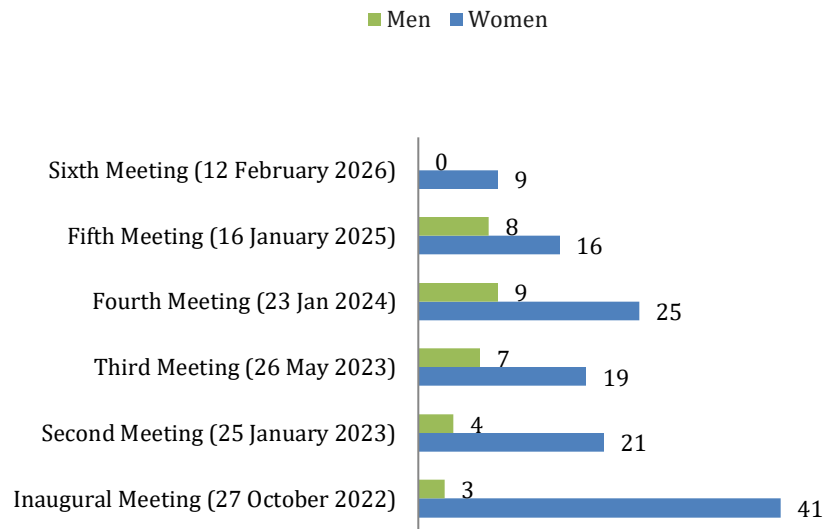


Figure 12: Participation in the meetings of the Informal gender network (2022–2026)

¹¹⁶ See Table A.12 in Appendix A.

3. Participation in the OSCE PA-wide Events 2025–2026

Between 1 July 2025 and 1 June 2026, two OSCE PA-wide event, open to all members of the Assembly, were held:

1. OSCE PA-ODIHR Online Seminar: Gender Parity: “Why is it important and how to make it happen?”
2. ODIHR Side-Event - OSCE PA 2026 Winter Meeting: "Addressing Violence Against Women in Politics in the OSCE Region".

Figure 13 shows the data regarding parliamentarians’ participation in these events.¹¹⁷

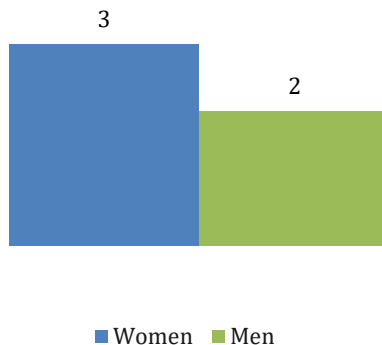


Figure 13 - Participation in the OSCE PA-wide Events 2025–2026

SECTION II: GENDER BALANCE IN THE OSCE PA INTERNATIONAL SECRETARIAT

A. PERMANENT STAFF

As illustrated in **Figure 14**, the permanent staff of the OSCE PA International Secretariat, based in the Copenhagen and Vienna offices, currently consists of 25 individuals: the

¹¹⁷ See Table A.13 in Appendix A.

Secretary General and 24 staff members - 12 men and 12 women.¹¹⁸ Both the Secretary General and Deputy Secretary General positions are currently held by men. Following the 2021 Annual Session, changes were implemented in the senior management structure to promote greater gender balance at the decision-making level.

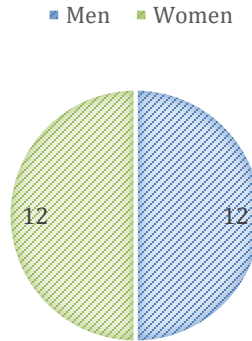


Figure 14 – Gender composition of the OSCE PA International Secretariat Permanent Staff as of June 2026

B. RESEARCH ASSISTANT PROGRAMME

The OSCE PA International Secretariat’s Research Assistant Programme offers recent graduates up to the age of 28 the opportunity to contribute to its daily work and activities for a period of six months. This programme provides Research Assistants with valuable hands-on experience in international affairs, enhances their knowledge of international politico-military, economic, environmental, and human rights issues, and helps them build professional skills relevant to the OSCE PA’s work. As of June 2026, there were 4 Research Assistants at the International Secretariat in Copenhagen and 4 at the Vienna Office, making a total of 8 participants, including 3 males and 5 females.

FEMALE REPRESENTATION IN NATIONAL PARLIAMENTS OF OSCE PARTICIPATING STATES

According to data from the Inter-Parliamentary Union (IPU), female representation in the parliaments of OSCE participating States has fluctuated in recent years. In 2020, female representation across these legislative bodies was 29%. This increased to 38% in 2021, before dropping to 30.75% in both 2022 and 2023. Female representation in national

¹¹⁸ See Table A.14 in Appendix A.

parliaments of OSCE participating States has since increased, reaching 30.86% in 2024, 31.40% in 2025, and 32.37% as of May 2026.¹¹⁹

Within the OSCE region, Cyprus has the lowest percentage of female parliamentarians, at 14.3 %, followed by Georgia at 16%. On the other hand, Andorra reports the highest female representation in its legislative body, at 50%, followed by Denmark with 48%.

GENDER BALANCE AMONG THE VIENNA-BASED AMBASSADORS AND PERMANENT REPRESENTATIVES TO THE OSCE PERMANENT COUNCIL

This final section presents the gender composition of the Ambassadors/Permanent Representatives to the OSCE Permanent Council in Vienna as of June 2026¹²⁰. It includes the Ambassadors/Permanent Representatives from the 57 participating States, the EU Ambassador, the Ambassadors from the 11 OSCE Partners for Co-operation, and the Ambassador of the OSCE PA to the Permanent Council.

As shown in **Figure 15**, 70.77% of the Ambassadors are men, while 29.23% are women, unchanged from 2025.

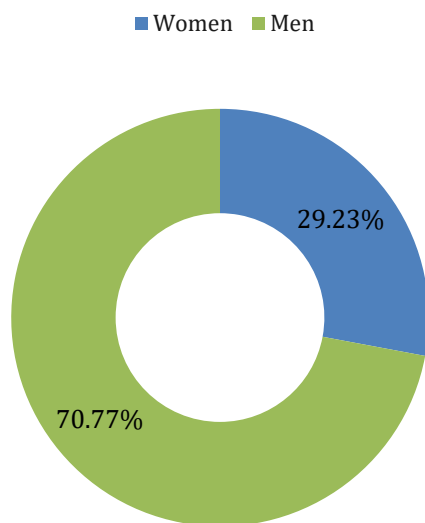


Figure 15 – Ambassadors/Permanent Representatives to the OSCE Permanent Council as of June 2026 (%)

¹¹⁹ See Table A.15 in Appendix A.

¹²⁰ See Table A.16 in Appendix A.

APPENDIX A

Table A.1

A.1 OSCE Parliamentary Assembly Composition				
as of 1 June 2026				
	Women	Men	Women In %	Total
OSCE PA Members	166	341	33.79%	507

Table A.2

A.2 Number of delegations with no female members (2011-2026)	
as of 1 June 2026	
2013	10
2014	9
2015	10
2016	6
2017	6
2018	2
2019	2
2020	3
2021	3
2022	4
2023	3
2024	4
2025	2
2026	4

Table A.3

A.3 OSCE Parliamentary Assembly Composition Breakdown				
as of 1 June 2026				
	Women	Men	Women In %	Total
OSCE PA Members	95	214	27.86%	341
OSCE PA Alternate Members	71	127	42.78%	166
Total	166	341	33.79%	507

Table A.4

A.4 Gender Balance of Bureau Members			
as of 1 June 2026			
	Women	Men	Total
President	0	1	1
Vice-Presidents	2	6	8
Treasurer	0	1	1
First Committee	1	2	3
Second Committee	1	2	3
Third Committee	2	1	3
Total	6	13	19

Table A.5

A.5 Gender Balance of OSCE PA Special Representatives		
as of 1 June 2026		
	Men	Women
Special Representative for the Arctic and High North	1	
Special Representative on Artificial Intelligence		1
Special Representative on Central Asia	1	
Special Representative on Climate Change		1
Special Representative on Combating Organized Crime	1	
Special Representative on Combating Racism, anti-Semitism, Xenophobia and Discrimination		1
Special Representative on Demographic Change and Security		1
Special Representative on Fighting Corruption		1
Special Representative on Gender Issues		1
Special Representative on Human Trafficking Issues	1	
Special Representative on Mediterranean Affairs	1	
Special Representative on Political Prisoners	1	
Special Representative on South Caucasus	1	
Special Representative on South East Europe	1	
Special Representative on Youth Engagement		1
Total	9	8

Table A.6

A.6 Participation in the OSCE PA 2025 Annual Session in Porto	
Total Men	164
Total Women	87
Total	251

Table A.6.1

A.6.1 Participation in the OSCE PA Annual Sessions (2010–2025)				
	Women	Men	%Women	Total
2010	50	186	21%	236
2011	55	169	24.50%	224
2012	61	185	25%	246
2013	67	178	27%	245
2014	74	180	29%	254
2015	63	182	25.70%	245
2016	75	205	26.80%	280
2017	60	173	25.70%	233
2018	79	202	28%	281
2019	70	200	26%	270
2020	Cancelled (COVID-19 pandemic)			
2021 (held remotely)	22	57	27.80%	79
2022	73	162	31.06%	235
2023	75	145	34.25%	220
2024	61	140	30.35%	201
2025	85	161	34.55%	246

Table A.7

A.7 Participation in the OSCE PA Autumn Meeting in Istanbul (2025)	
Women	66
Men	125
% Women	34.55%
Total	191

Table A.8

A.8 Participation in the OSCE PA Winter Meeting in Vienna (2026)	
Women	74
Men	223
% Women	24.92%
Total	297

Table A.9

A.9 Participation in OSCE PA Ad Hoc Committees			
As of 1 June 2026			
	MPs	Women	% of Women
Ad Hoc Committee on Countering Terrorism	12	4	33.33%
Ad Hoc Committee on Migration	17	8	50.00%
Parliamentary Support Team for Ukraine	18	5	27.78%
Sub-Committee on Rules of Procedure	12	4	33.33%
Total	64	25	39.06%

Table A.10

A.10 Participation in OSCE PA Election Observation Missions (EOMs)			
1 July 2025 - 1 June 2026			
Elections Observed	MPs	Women	% of Women
Parliamentary Elections, Moldova (28.09.2025)	79	26	32.91%
Parliamentary Elections, Kyrgyzstan (30.11.2025)	56	15	26.78%
Parliamentary Elections, Hungary (12.06.2026)	108	26	24.07%
Parliamentary Elections, Armenia (07.06.2026)	78	27	34.62%
Total	321	94	29.28%

Table A.11

A.11 Participation in the meetings of the Informal Network of Young Parliamentarians				
1 July 2025 - 1 June 2026				
List of meetings	MPs	Women	Men	% of Women
Visit to Cyprus (17-19 September 2025)	15	6	9	40%
Visit to Istanbul (16 November 2025)	12	4	8	33.33%
Visit to Vienna (18 February 2026)	8	2	6	25%
Total	35	12	23	34.28%

Table A.12

A.12 Participation in the meetings of the Informal Gender Network				
1 July 2022 - 1 June 2026				
List of meetings	MPs	Women	Men	% of Women
Inaugural meeting (27 October 2022)	44	41	3	93.18%
Second meeting (25 January 2023)	25	21	4	84%
Third meeting (26 May 2023)	26	19	7	73.08%
Fourth meeting (23 January 2024)	34	25	9	73.58%
Fifth meeting (16 January 2025)	24	16	8	66.66%
Sixth meeting (12 February 2026)	9	9	0	100%
Total	162	131	31	80,86%

Table A.13

A.13 Participation in the OSCE-wide Events				
1 July 2025 - 1 June 2026				
List of meetings	MPs	Women	Men	% of Women
OSCE PA-ODIHR Webinar: "Gender Parity: Why is it important and how to make it happen?" (18 December 2025)	5	3	2	60.00%
ODIHR Side-Event - OSCE PA 2026 Winter Meeting: "Addressing Violence Against Women in Politics in the OSCE Region"	7	6	1	85.71%
Total	12	9	3	75.00%

Table A.14

A.14 Composition of the OSCE PA International Secretariat Permanent Staff	
as of 1 June 2026	
Women	12
Men	12

Table A.15

A.15 Women in Parliaments in the OSCE participating States (based on the IPU data)				
As of 1 May 2026				
	MPs	Women	Men	% of Women
Total	14318	4635	9683	32.37%

Table A.16

A.16 Gender Balance Among the Vienna-Based Ambassadors/Permanent Representatives to the OSCE Permanent Council by Country		
as of 1 June 2026		
Participating State	Participating States with a Male Ambassador/Permanent Representative	Participating States with a Female Ambassador/Permanent Representative
Albania	0	1
Andorra	1	0
Armenia	1	0
Austria	1	0
Azerbaijan	1	0
Belarus	1	0
Belgium	1	0
Bosnia and Herzegovina	0	1
Bulgaria	1	0
Canada	0	1
Croatia	1	0
Cyprus	1	0
Czech Republic	1	0
Denmark	1	0
Estonia	0	1
Finland	1	0

France	0	1
Georgia	1	0
Germany	0	1
Greece	1	0
Holy See	1	0
Hungary	1	0
Iceland	0	1
Ireland	1	0
Italy	1	0
Kazakhstan	1	0
Kyrgyzstan	0	1
Latvia	1	0
Liechtenstein	1	0
Lithuania	1	0
Luxemburg	1	0
Malta	0	1
Moldova	0	1
Monaco	1	0
Mongolia	1	0
Montenegro	1	0
Netherlands	0	1
North Macedonia	1	0
Norway	0	1
Poland	1	0
Portugal	1	0
Romania	1	0
Russian Federation	1	0
San Marino	0	1
Serbia	1	0
Slovakia	1	0
Slovenia	0	1
Spain	1	0
Sweden	0	1
Switzerland	1	0
Tajikistan	1	0
United Kingdom	1	0

United States	/	/
Türkiye	0	1
Turkmenistan	1	0
Ukraine	1	0
Uzbekistan	1	0
European Union	0	1
Afghanistan (Partner for Co-operation)	/	/
Algeria (Partner for Co-operation)	1	0
Australia (Partner for Co-operation)	0	1
Egypt (Partner for Co-operation)	1	0
Israel (Partner for Co-operation)	1	0
Japan (Partner for Co-operation)	1	0
Jordan (Partner for Co-operation)	1	0
Morocco (Partner for Co-operation)	1	0
Republic of Korea (Partner for Co-operation)	1	0
Thailand (Partner for Co-operation)	0	1
Tunisia (Partner for Co-operation)	1	0
OSCE PA	1	0
Grand Total	49	19

