



# GENDER BALANCE REPORT

## OSCE PARLIAMENTARY ASSEMBLY

### JULY 2017



## ***Gender and the Integration of Refugees and Migrants***

Presented by

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## I. INTRODUCTION

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Since 2001, the Special Representative on Gender Issues of the OSCE Parliamentary Assembly (OSCE PA) has issued an annual report on a topical theme in combination with a study of the OSCE's gender disaggregated statistics for the year. The 2016 thematic report focused on the need for gender mainstreaming in the response to the refugee and migrant influx in Europe. This year, the report draws attention to one particularly aspect of this broader issue: the integration of refugees and migrants.

As more individuals continue to reach OSCE participating States, many of whom will be staying for the medium to long term, the best results for both new arrivals and their host societies can only be achieved through successful integration. As has been demonstrated by recent terrorist attacks and the rise of xenophobia in a number of European countries, inadequate integration policies can be disastrous for new arrivals, as well as the broader society. Countries in the OSCE region are becoming increasingly diverse. Discord, instability and exclusion can only be prevented by opening up our hearts and reaching out to each other.

To be effective, integration policies and programs must recognize the diversity of migrant and refugee identities and experiences. This requires gender mainstreaming and an understanding of the lived experiences of the diverse women and girls (with varied religions, ethnicities, cultures, education, wealth, age, marital status, legal status and so forth) that continue to arrive in Europe every day.

These considerations require varied programs to successfully integrate these diverse new arrivals. However, there is evidence that programming designed for women and girls is generally lacking, despite the disproportionate challenges they face.<sup>1</sup> As explained by the European Network of Migrant Women:

Migration has a disproportionately harsher impact on women than men. Apart from being subjected to gender based violence, torture and brutality, migrant and refugee women struggle to integrate due to gender-blind policies and practices that do not adequately reflect their needs and experiences.<sup>2</sup>

This lack of sufficient targeted efforts to support women's integration cannot continue as it leaves half the population behind.

While this report focuses on the unique needs of women and girls, it remains important to ensure that tailored programming is also in place for men and boys. This does not necessarily require services separated by gender but, rather, that programming is developed in consideration of the potentially gendered differences in needs as well as how best to address these needs.

In addition, while this report focuses on long-term integration, instead of temporary camps or reception centres, it is important to note that migrants and refugees currently stay in such accommodation for long periods of time (some individuals for more than a year). Separation from local communities negatively affects such individuals' long-term integration prospects, particularly

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<sup>1</sup> Mikkel Barslund et al., [Gender Inequality and Integration of Non-EU Migrants in the EU](#), CEPS No. 2017/05, February 2017, p. 8.

<sup>2</sup> European Network of Migrant Women, [Gender-based Dangers Facing Migrant and Refugee Women](#), p. 3.

given the worrying reports of sexual violence and inadequate living conditions in such facilities.<sup>3</sup> Also, it should be noted that in the instances that this report refers to women, the terms should be understood to refer to ‘women and girls’ in the cases in which it would be relevant.

The report focuses largely on social and economic integration, but also touches briefly on a number of other important issues, such as: legal status, protection, family reunification and the health of refugee and migrant women. It also stresses the importance of including affected women in program development, delivery and evaluation and suggests ways for parliamentarians and the OSCE to contribute to improving gender mainstreaming in integration policy and programming.

One of the challenges that arose in researching this report is that some studies focus on migrants, others on refugees and still others on both. As noted in the 2016 thematic report:

Refugees flee persecution, whereas migrants leave their country for other reasons. Migrants may leave to seek better economic opportunities, reunite with families or even to flee discrimination which does not reach the level of gravity to satisfy the definition of a refugee.<sup>4</sup>

Both groups are discussed in this report since, regardless of the reason for their arrival in Europe, successful integration of both is essential. However, it is important to remember that states do have greater obligations towards refugees than to migrants. Where one or the other of these two groups is specified in this report without mentioning the other, it is because the research being discussed was focused on that group.

Finally, as will be shown in the second section of this report, the numbers are disappointing this year, with little if any progress in increasing gender parity at the OSCE, including the OSCE PA. This is particularly troubling given recent difficulties in agreeing on gender-related commitments and must be given significant attention from the leadership to ensure that there will be more positive to report in 2018.

## II. INTEGRATION OF FEMALE REFUGEES AND MIGRANTS

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### A. Economic Integration

Economic integration is crucial for the overall integration of refugees and migrants. A job allows an individual or family to be self-sufficient, strengthens self-confidence and also acts as an important factor in social integration. It is also beneficial for the host community:

[B]etter integration enriches not only the migrant, but also the host country’s population and its public finances.<sup>5</sup>

A number of support systems are necessary for successful economic integration to take place, such as language classes and the recognition of foreign credentials. As not all migrants and refugees will have documentation of their credentials, alternative methods of assessing knowledge and work

<sup>3</sup> See, for example, the news report of a four-year-old being raped in one camp: Lizzie Dearden, “[Four-year-old girl among refugees raped in Greece as thousands of asylum seekers trapped in camps](#),” *The Independent* [United Kingdom], 21 April 2017; Mark Townsend, “[Women and children ‘endure rape, beatings and abuse’ inside Dunkirk’s refugee camp](#),” *The Guardian* [United Kingdom], 12 February 2017; Nicole Gerring, “[Sexual violence against refugees goes on: Europe can and must act to end it](#),” *Europe’s World*.

<sup>4</sup> Dr. Hedy Fry, [Gender Balance Report OSCE Parliamentary Assembly June 2016: A Gender Sensitive Response to the Migrant and Refugee Influx in Europe is Needed](#), June 2016.

<sup>5</sup> Barslund, cover page.

experience must be developed. Job search assistance, targeted workforce entry subsidies and mentoring can all be used to greater benefit than is currently the case.<sup>6</sup> At the same time, higher rates of unemployment for migrants and refugees cannot be explained only by differences in education levels, language skills and other objective criteria when compared with citizens of the host countries. Discrimination also plays a role and must be addressed.<sup>7</sup>

Many female migrants and refugees experience even greater barriers than their male counterparts in entering the labour force in their new country. Thus, there is a need for gender-sensitive integration policies and services, as noted in last year's gender report. The European Commission's Action Plan on the Integration of Third-Country Nationals notes that, while 66% of the host-country population aged 15 to 65 was employed in the EU in 2015, only 54% of third-country nationals were. The number decreased to 45% for female third-party nationals.<sup>8</sup>

There is some evidence suggesting that the gender gap is reduced over time as the stay of migrants and refugees in their host countries continues, but at a slow pace. There is also variability between countries due to a number of factors, including variations in newcomers' countries of origin, their education levels and the number and age of their children.<sup>9</sup> In the UK, for example, a study of 2005-2007 data found that 23% more male refugees were employed than female. Both genders increased their employment levels over time, but the women did so at a substantially slower rate.<sup>10</sup>

The additional barriers for women are a result of a variety of factors. A February 2017 study by the think tank CEPS stated that traditionally low participation of women in the labour market in the major source countries for migrants and refugees going to Europe is the primary reason (for example, according to CEPS, less than 15% of women worked in Syria in 2011).<sup>11</sup> In the UK study mentioned above, female refugees were also found to be more likely to have dependent children living with them (39% of women vs. 17% of men).<sup>12</sup> This reality reinforces the importance of childcare to allow mothers to benefit from language classes and other types of training as well as work opportunities, if they so choose. There is evidence that putting such support systems in place can have a positive effect. According to a 2016 European Parliament document, immigrant women do better in terms of labour market integration after eleven years in Sweden than in any other EU Member State. The report stated that stakeholders interviewed by UNHCR suggest this may relate to Swedish social policies that provide subsidized childcare and parental leave for all parents instead of targeted integration policies for refugees and migrants.<sup>13</sup>

Language skills are also a key factor for economic integration. The UK study mentioned above examined language fluency and literacy among refugees and found that men scored higher in both.

<sup>6</sup> Regina Konle-Seidl & Georg Bolits, [Labour Market Integration of Refugee: Strategies and Good Practices](#), Study for the European Parliament's Committee on Employment and Social Affairs from the Directorate General for Internal Policies, IP/A/EMPL/2016-08, March 2016, p. 9.

<sup>7</sup> Centre for Strategy and Evaluation Services, [Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union](#), prepared for the European Union Committee of the Regions, pp. 14-15 [CSES].

<sup>8</sup> European Commission, [Action Plan on the Integration of Third-Country Nationals](#), 7 June 2016.

<sup>9</sup> Barslund, pp. 3-4.

<sup>10</sup> Sin Yi Cheung & Jenny Phillimore, "Gender and Refugee Integration: a Quantitative Analysis of Integration and Social Policy Outcomes," *Journal of Social Policy*, November 2016, p. 7.

<sup>11</sup> Mikkel Barslund et al, [Gender Inequality and Integration of Non-EU Migrants in the EU](#), CEPS No. 2017/05, February 2017, pp. Cover page and 1.

<sup>12</sup> Sin Yi Cheung & Jenny Phillimore, "Gender and Refugee Integration: a Quantitative Analysis of Integration and Social Policy Outcomes," *Journal of Social Policy*, November 2016, p. 7.

<sup>13</sup> Konle-Seidl & Bolits, p. 24.

While both genders improved over time, fewer women took language classes and they tended to take language classes longer after their arrival in the host country. This reality has implications for employability.<sup>14</sup>

As noted in last year's gender report, the benefits of language training go far beyond the ability to get a job. Such training allows women to connect with people outside their linguistic community, better support their children's education and be independent.<sup>15</sup> It is crucial to understand the barriers to language training for women considering how important language acquisition is for employment prospects and integration more generally. Studies have identified the following issues that must be addressed by policies and programs, including: lack of affordable childcare, scheduling issues, absence of single sex classes, and lack in confidence to register for formal education.<sup>16</sup>

The CEPS report calls for "labour market integration measures specifically geared towards female migrants."<sup>17</sup> Without such efforts, there is the risk that, "[e]xcluding non-EU female migrants from the labour market may marginalise them in their host country's society," since economic and social integration "seem to move in line with each other."<sup>18</sup> The report outlines a need for greater analysis of the determinants of the gender gap in terms of integration, as well as identification of best practices and success stories when integrating migrant women. The same can be said for refugee women. Though there is some indication that tailored programs for women are successful, there have not been enough such programs for meaningful evaluation to take place.<sup>19</sup> The OSCE could play a role in researching and promoting information about such initiatives.

Economic integration is a point of access to other forms of integration and also plays a key role in establishing or reinforcing individual independence. Women, particularly those who come from countries where working women are less common, require support systems to succeed should they choose to work. Providing such support systems will benefit the host communities as well by ensuring that all individuals are able to reach their full potential and interact successfully with the broader society.

## **B. Social Integration**

This section will focus on three key factors required for social integration: the importance of developing a social network, ensuring a welcoming host community and providing concrete, practical supports for refugees and migrants to be able to learn about their new society and to fully integrate in their new home. Promoting integration is not only the responsibility of governments. In Canada, for example, there is the Private Sponsorship of Refugees Program, which started with the sponsoring of Vietnamese refugees in the late 1970s and the 1980s. This program engages individual Canadians in welcoming refugees, which has greatly improved integration prospects.

### **1. Social Networks**

We know that social networks are necessary for well-being. Refugees and migrants often have to start from scratch and build an entirely new network in a foreign culture. This can be challenging

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<sup>14</sup> Cheung & Phillimore, p. 7.

<sup>15</sup> Dr. Fry, p. 11.

<sup>16</sup> Cheung & Phillimore, p. 11.

<sup>17</sup> Barslund, cover page.

<sup>18</sup> Ibid., p. 1.

<sup>19</sup> Ibid., p. 8.

but it is absolutely necessary. The United Nations High Commissioner for Refugees (UNHCR) states that:

[T]he abundance vs. lack of safe and supportive social connections can be the difference between recovery and a path toward self-reliance versus despair and isolation leading to deprivation.<sup>20</sup>

Refugees and migrants must reach out of their comfort zone and engage with their new society. This can be particularly difficult for women, who are often expected to maintain traditional roles in the home. A 2016 European Parliament research paper explains that women and girls are often expected to maintain the family's cultural identity, resulting in greater isolation than men and boys of the same family who are allowed to more fully integrate into the host community.<sup>21</sup>

For migrant and refugee women, there is also a greater risk of sexual and gender-based violence due to loss of their existing networks of protection and support when they migrate or flee persecution.<sup>22</sup> As women develop new networks in their host community and although they may tend to reach out to others from their country of origin, it cannot be assumed that women are able to rely on other members from the same country or ethnicity. Particularly women who have been abused, exploited or rejected by their community may need to look outside the ethnic community for support.<sup>23</sup>

It can be difficult to know how to behave, particularly for young women and children, when members of the cultural community have very different expectations than the host community. Some women may choose to avoid members of their cultural community because of the judgment they receive for their adaption to the host community society and cultural norms.<sup>24</sup> Host communities play a crucial role in replacing traditional support systems for such women.

Having caseworkers of the same gender and that speak the same language, while not being from the same country or ethnicity, has proven beneficial in encouraging women to seek out assistance in integration.<sup>25</sup> Other methods that have proven successful in supporting the development of social networks include the creation of mutual support groups for women refugees, as well as mentorship programs with host community members or other refugees and migrants who have been in the country longer acting as mentors.<sup>26</sup> Presumably such programs would be beneficial for migrants as well.

In Canada, as noted above, there is a rather unique program, the Private Sponsorship of Refugees Program where private individuals and organizations can come together to sponsor a refugee. The results have been very successful. Although often the individuals who come as privately sponsored

<sup>20</sup> United Nations High Commissioner for Refugees, [Resettlement and Women-at-Risk: Can the Risk Be Reduced?](#), p. 28 [UNHCR].

<sup>21</sup> Silvia Sansonetti, [Female refugees and asylum seekers: the issue of integration](#), European Parliament Policy Department, Citizens' Rights and Constitutional Affairs, 2016, p. 8.

<sup>22</sup> UNHCR, p. 28.

<sup>23</sup> *Ibid.*, p. 35.

<sup>24</sup> Reem Dawa, "[Arab refugee women in Germany torn over romantic relationships](#)," *DW* [Germany], 3 January 2017; Nadia Yakine, "[Arab refugee women in Germany speak out on International Women's Day](#)," *DW* [Germany], 8 March 2017.

<sup>25</sup> Having someone from the same ethnic community or nationality can be perceived as too close to the individual's community, which may result in a lack of trust and unwillingness to confide about the challenges they are facing for fear that others in the community will find out what was said.

<sup>26</sup> UNHCR, pp. 25–26.



refugees are better educated and already speak one of Canada's official languages, these are not the only reasons for their greater success in integration than other refugees. These refugees also benefit from an immediate and sustained social network, their sponsorship group. The sponsorship groups vary. They range from two individuals sponsoring a relative to an entire community organization with dozens of volunteers involved in supporting a refugee, often leading to long-term friendships. For the most part, privately sponsored refugees arrive with a support network already in place, whereas government sponsored refugees and individuals who have made their own way to Canada and applied for refugee status after arrival in the country must rely on often overworked settlement caseworkers.<sup>27</sup>

Having a caseworker is simply not the same as having a friend or family member committed to helping you to integrate. This is why two Canadian parliamentary committees that have studied the integration of recently arrived Syrian refugees recommended exploring ways to connect individuals who are interested in providing social supports with refugees in need of such support, even where the refugees are not part of the private sponsorship program. Simply having someone to talk to who knows the host community and culture and has a network of contacts already established can be invaluable.<sup>28</sup>

## 2. The Importance of a Welcoming Host Community

The private sponsorship model, as with any successful model of integration, requires two parties willing to engage: host community members and the refugees themselves. The same can be said about migrants. No matter how hard a refugee or migrant tries to integrate, if the host community is not willing to be welcoming and to hire them, it will not be possible. In research conducted by UNHCR a number of years ago, refugees listed discrimination and a lack of understanding of the refugee situation by host community members as key barriers to integration.<sup>29</sup> As UNHCR has noted:

Integration ... refers to a two-way process in which the newcomer becomes a member of the new community and the new community adapts to receive newcomers as full members. In successful integration refugees are able to contribute their gifts and skills, become self-reliant, and a new multi-cultural community is formed.<sup>30</sup>

Diversity must be embraced as a strength, not a threat. Refugees and migrants will not be able to successfully integrate if they do not feel welcomed and safe in their new communities.

Political leaders have a choice. Will they promote multicultural, multi-ethnic, multi-religious societies or promote xenophobia and fear of the "Other"? The recent willingness of some leaders to exclude refugees based on their religion and the treatment of Muslim women who choose to cover their head for religious reasons are particularly concerning. Many women have been insulted and even assaulted for expressing their right to freedom of religion.

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<sup>27</sup> See Senate, Standing Committee on Human Rights, [Finding Refuge in Canada: A Syrian Resettlement Story](#), December 2016, for more on this issue.

<sup>28</sup> House of Commons, Standing Committee on Citizenship and Immigration, [Federal Government's Initiative to Resettle Syrians to Canada](#), 1 November 2016; Senate, Standing Committee on Human Rights, [Finding Refuge in Canada: A Syrian Resettlement Story](#), December 2016.

<sup>29</sup> UNHCR, [Note on the Integration of Refugees in the European Union](#), May 2007, para. 5 [UNHCR 2007].

<sup>30</sup> UNHCR, p. 28.

Making women feel they must choose between hiding in their homes or giving up their religion will not result in successful social integration. Communities that are accepting of diverse beliefs and ways of living must be nurtured. Additionally, a particular focus must be put on reaching out to women who may have very different lived experiences than members of their host communities.

There are many ways parliamentarians can act to build welcoming societies, for example, by:

- Passing budgets that provide funds for programs that teach about and promote inclusivity, as well as passing laws against spreading hate based on religious, racial or other such characteristics.
- Demonstrating commitment to these ideals through attendance at diverse cultural and religious events as well as by how they speak, both publicly and privately, about newcomers.
- Discussing approaches to gender and the differences that may exist in the refugees' and migrants' home countries with new arrivals.

Small, local initiatives are crucial. Funding for refugees and migrants to join sports leagues, community gardens and other activities with potentially out-of-reach membership fees is a great way to encourage interaction with host community members. Inviting refugees and migrants to do presentations in schools and universities also strengthens understanding of the issues they face from an early age and promotes greater compassion.<sup>31</sup>

As Human Rights Watch recently argued:

[I]ntegration policies that require people to shed fundamental aspects of their identity are unlikely to succeed. Sustainable integration should aim at giving migrants a real stake in their new home, encouraging participation rather than exclusion, while requiring full adherence to laws and respect for the rights of others.<sup>32</sup>

### 3. Practical Support

There are many practical considerations for the integration of migrants and refugees that can promote social integration. Good planning and communications are required to prepare host communities for the arrival of new people with different customs and beliefs. This should include increased access to information about the cultures and societies which refugees and migrants have left behind in order to promote better understanding by the host populations.<sup>33</sup>

How services are provided can also have a big impact. For example, the individuals providing public services or assistance are critical in establishing either negative or positive feelings towards the host community, as well as trust and confidence in the host community from refugees and migrants.<sup>34</sup> Having the right people in those positions is critical for first impressions. Another example is the issue of housing. Providing accommodation separate from host communities keeps refugees and migrants isolated, making integration and the development of relationships with host community members more difficult. Providing the opportunity to learn the local language opens up the

<sup>31</sup> UNHCR, [Refugee Resettlement: An International Handbook to Guide Reception and Integration](#), Chapter 2.11 [Creating Welcoming and Hospitable Communities and Restoring Faith in Government](#), 1 October 2002, p. 219 [UNHCR 2002]. Note that UNHCR focuses on refugees here, but the same is true for migrants.

<sup>32</sup> Judith Sunderland, [For Europe, Integrating Refugees Is the Next Big Challenge](#), Human Rights Watch, 13 January 2016.

<sup>33</sup> Ibid.; UNHCR, p. 32.

<sup>34</sup> Sansonetti, p. 9.

opportunity to talk with local people.<sup>35</sup> Affordable childcare is also fundamental for mothers to be able to engage with the local society and become involved in language training and community activities, as noted above.<sup>36</sup>

Support is required to help men, women, boys and girls to adapt to new gender norms and to work through the tensions these may create, particularly as women and children may become more independent in their new society. Women may also be accustomed to greater community support and, thus, require assistance in adapting to a more nuclear family-based lifestyle. Again, mentorship can be helpful in adapting to new realities.<sup>37</sup> Creative ideas are needed to reach female migrants and refugees. In Spain and Sweden, involvement in theatre programs has been one successful way of building this group of women's confidence, building trust and overcoming cultural barriers, while also fighting racism and xenophobia.<sup>38</sup>

Refugees and migrants who have been in the host country for some time are in themselves great resources. A number of countries have successfully integrated established refugees and migrants into settlement organizations to assist others. They have language skills, the ability to understand both the host community and newcomer worldviews, knowledge of the integration process developed through their own personal experience, and credibility because of their background.<sup>39</sup>

### C. Other Barriers to Integration

A number of elements in addition to economic independence and social networks are important factors in the integration of migrants and refugees, and women in particular. One such element is legal status in the host community. A 2015 American study stated:

Legal status affects immigrants' paths to integration in a variety of ways, across a wide range of activities, and with varying degrees of intensity. In areas that are fundamental for integration, such as employment, access to higher education, social services, and health care, legal status plays a significant role. In addition, the influence of legal status cuts across generations, with parents' undocumented status in particular affecting the development of children...<sup>40</sup>

Along with the anxiety of not knowing if they will be allowed to stay in their new host country, a feeling shared by many migrants and refugees, women may also feel compelled to remain with an abusive partner and be hesitant to report violence if their status is only temporary.<sup>41</sup> As noted in a recent German news article:

The stability that comes after being granted asylum...signifies freedom for a female refugee.<sup>42</sup>

<sup>35</sup> Josie Christodoulou, [Measures to Integrate Women Refugees in the society in Cyprus and to promote a Multi-cultural Society](#), Mediterranean Institute of Gender Studies, December 2006, pp. 3–4; UNHCR 2007, para. 10.

<sup>36</sup> UNHCR, p. 34.

<sup>37</sup> UNHCR 2002, pp. 245–250.

<sup>38</sup> CSES, p. 76.

<sup>39</sup> UNHCR, p. 147.

<sup>40</sup> National Academies of Sciences, Engineering, and Medicine, [The Integration of Immigrants into American Society](#), Washington, DC: The National Academies Press, 2015, p. 93.

<sup>41</sup> Christine A. Walsh et al., "Exploring the Experiences of Newcomer Women with Insecure Housing in Montréal Canada," *International Migration & Integration*, 2015.

<sup>42</sup> Nadia Yakine, "[Arab refugee women in Germany speak out on International Women's Day](#)," DW [Germany], 8 March 2017.

Another factor affecting integration is health, both mental and physical. The UK study mentioned above found that female refugees were, “significantly more likely to report very poor or poor health,” and that the difference with men worsened over time.”<sup>43</sup>

The situations that lead women to flee their home country, as well as exploitation, and sexual and gender-based violence on migration routes can result in both physical and emotional trauma for many women. This, in turn, acts as a barrier to integration into their host communities.<sup>44</sup> The precarity of their lives can continue even after establishing themselves in a new host country as well due to factors such as poverty and isolation from their habitual social networks. Detention upon arrival may also have effects on mental health.<sup>45</sup> Women must receive treatment to address such trauma before they can realistically integrate economically or socially. As noted by the UNHCR:

Physical health concerns are also common, and before refugees can begin to think about employment and building a future, torture, gender-based abuse, and injuries during conflict and flight require medical attention and counselling.<sup>46</sup>

A 2013 PhD candidate researched an innovative model in health provision in the Canadian city of Edmonton. There, the Multicultural Health Brokers’ Co-operative has been working for more than two decades to assist newcomers to access social and health services, with a specific focus on mothers and children. They take a holistic approach to health issues:

This means that the MCHB Co-op and the Multicultural Health Brokers do not just concentrate on a single presenting problem, for example, pregnant women at risk of having low birth weight babies, but they also attempt to tackle any related problems impacting women, such as lack of housing, food insecurity, and isolation to maximize the long range chances for these women and their families’ health and wellbeing.<sup>47</sup>

Furthermore, sexual and gender-based violence do not necessarily end once a woman or girl is in Europe, even if she has legal status. Without sufficient, adapted services and supports, “they are still at risk of exploitation, including sexual exploitation, trafficking, racism, social exclusion and violation of their rights to employment and justice.”<sup>48</sup> These women must be supported to ensure that their realities do not involve unsafe, dangerous and exploitative situations.

Finally, women and girls who have family in their home country also often struggle to integrate, because they are worried about their family members still in danger. This can be a barrier to mental health and to integration. This is, for example, the case for some members of an innovative program which brings Yazidi women who were held captive by Daesh to Germany to receive psychological

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<sup>43</sup> Cheung & Phillimore, p. 7.

<sup>44</sup> European Network of Migrant Women, p. 1.

<sup>45</sup> European Parliament, [Arbitrary detention of women and children for immigration-related purposes](#), Briefing, March 2016, p. 8.

<sup>46</sup> UNHCR, [A New Beginning: Refugee Integration in Europe](#), September 2013, p. 80.

<sup>47</sup> Sara Torres Ospina, Uncovering the Role of Community Health Worker/Lay Health Worker Programs in Addressing Health Equity for Immigrant and Refugee Women in Canada: An Instrumental and Embedded Qualitative Case Study, Thesis submitted in partial fulfilment of the requirements for the PhD degree in Population Health, Faculty of Graduate and Postdoctoral Studies, University of Ottawa, 2013, pp. 102-103.

<sup>48</sup> European Network of Migrant Women, p. 2.

support, among other services.<sup>49</sup> Family reunification can be very important for integration as the emotional stress of worrying about family members still in danger inhibits happiness and the will to start a new life.

#### **D. Engaging Refugee and Migrant Women in Decision-making**

The best way to ensure that programs and services are adapted to the needs of diverse refugee and migrant women is to involve them at every step: development, implementation and evaluation. There are various ways for this to happen, such as: with refugees and migrants developing their own organizations, organizations consulting advisory groups of migrants and refugees and so forth. The European Commission's *Handbook on Integration for Policy-makers and Practitioners* highlights a women's centre in Rotterdam, Netherlands, as an example in reaching out to immigrant women. The centre is run by immigrant women themselves and succeeds in bringing women out of isolation and provides training. Another example from the Netherlands in the handbook is an organization that consults a network of immigrant mothers whenever developing policy affecting them. The women in the network consult with their own social networks and formulate input for the policy process.<sup>50</sup>

It is also important to provide a diversity of services and approaches to be able to address the needs of women and girls who may have very different, social, economic, cultural and personal realities.<sup>51</sup> As noted in the handbook:

The stereotype of the immigrant woman as dependent and oppressed homemakers is not only a perception out-of-step with the current feminisation of immigration flows, but in itself can create barriers to their participation in the labour market and social life. Information can be produced and disseminated about the diverse situations and profiles of immigrant women and the changing gender relations in migrant communities. The first step is providing more detailed statistics, taking gender questions into account. The next step is giving a voice and face to migrant women, both those who are empowered and those who are the victims of exploitation.<sup>52</sup>

#### **E. Conclusions Regarding Gender and the Integration of Refugees and Migrants**

Parliamentarians can impact the discourse concerning migrants and refugees by either promoting tolerance or xenophobia. If the latter is done, then we all lose out and integration will be impossible. Diverse populations are here to stay and successful integration is the only option to make our societies healthy and safe for all. Appropriate programs are needed to address the diverse needs of different men and women, boys and girls, arriving in OSCE participating States. Parliamentarians can play an important role in promoting gender mainstreaming and integration supports and services.

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<sup>49</sup> Rapporteur: Ms Gisela WURM, *Protecting refugee women from gender-based violence*, Report to the Committee on Equality and Non-Discrimination, Council of Europe Parliamentary Assembly, Doc. 14284, 07 April 2017, para. 42.

<sup>50</sup> Jan Niessen & Thomas Huddleston, *Handbook on Integration for policy-makers and practitioners*, Third ed., European Commission (Directorate General for Justice, Freedom and Security), April 2010, p. 69.

<sup>51</sup> Nadia Yakine, "[Arab refugee women in Germany speak out on International Women's Day](#)," DW [Germany], 8 March 2017.

<sup>52</sup> Niessen & Huddleston, p. 62.

In addition, the OSCE has great strengths and experience in researching and sharing best practices. The organization has experience in the promotion of tolerance, the protection of minorities and in gender mainstreaming. This expertise can be built upon to promote successful integration as well.

As noted in last year's gender report, investments in integration will reap great benefits for the individual migrants and refugees, but also for OSCE participating States, through greater economic contributions of new arrivals and improved social peace. As Europe faces the largest migration of people seen in decades, integration efforts are a key determinant of future wellbeing and require the attention and commitment of all actors.

### **III. GENDER IN THE OSCE GOVERNMENTAL STRUCTURES**

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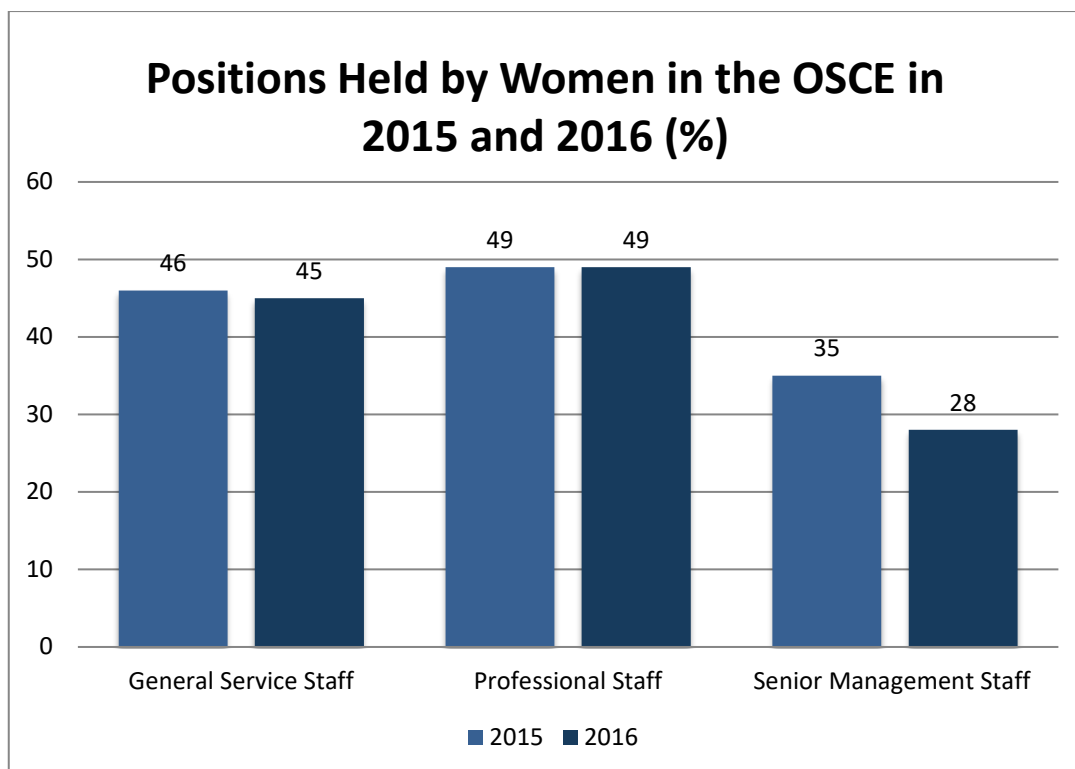
The analysis of gender balance throughout the OSCE governmental structures – discussed in the following pages – is based on the statistics provided by the Gender Section of the Office of the Secretary General of the OSCE, which show the representation of women and men in the OSCE Secretariat, Institutions and Field Operations as of 29 December 2016.

The OSCE maintains a staff of 2,226, with women representing 46% of the total workforce, the same share as in the previous four years. The percentage of women in professional positions (National Professional Officers, P1 to P4 and S, S1 and S2)<sup>53</sup> has slightly increased, from 48% in 2014 to 49% in 2015 and 2016. However, women continue to be severely under-represented in senior management positions (28% in December 2016). This category (S3+ and P5+) has decreased by 7%, which was a significant decrease from the previous year's ratio of representation in 2015, where 35% of senior management positions were held by women.<sup>54</sup>

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<sup>53</sup> The OSCE offers fixed term contracts for positions at the Secretariat, institutions, and to a limited extent and mainly in the area of administration, at its missions. Remuneration package and terms of employment are similar to those of the United Nations Common System: General Service (GS), Junior Professionals (P1, P2), Middle-ranking Professionals (grades P3, P4), and Management Professionals (grades P5, D). For more information please visit the OSCE website at: <http://www.osce.org/employment/43284>.

<sup>54</sup> See Table 1 in Annexes.



In the professional category within the Secretariat, Institutions, and structures women accounted for 43% in 2016, which is a return to the representation present in 2014 level and an increase from the reported 42% in 2015. Within the Secretariat and governmental structure, women currently hold 12 out of the total 35 senior management positions (34%). This is a considerable drop in the number and proportion of women holding senior management positions from 47% in 2015.<sup>55</sup> Female representation in the Secretariat and Institutions continues to be the strongest among the general service staff (67%).

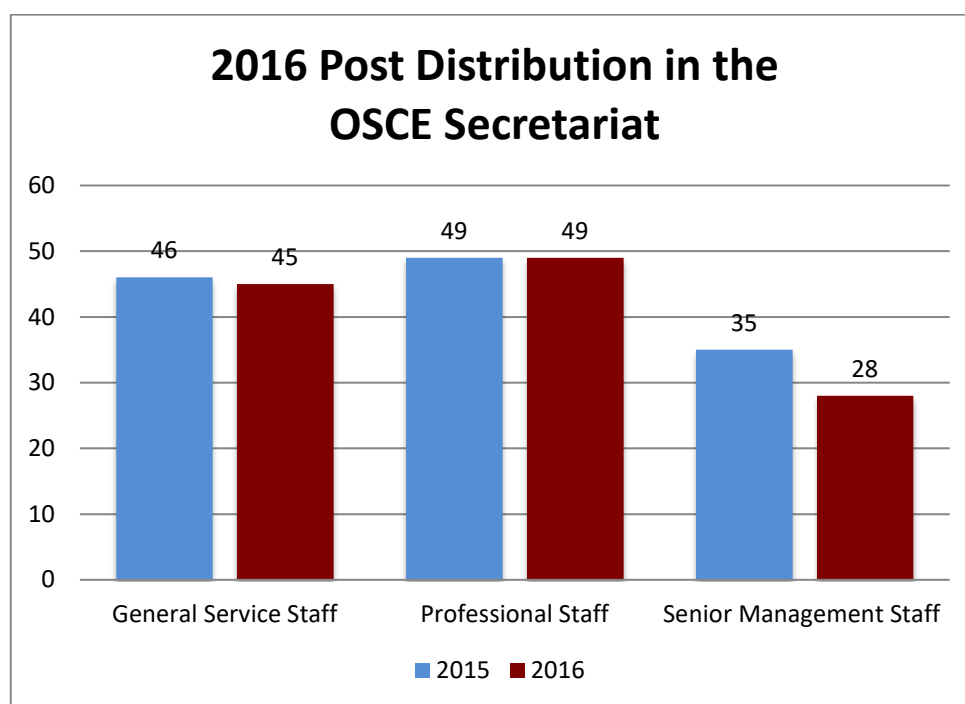
From the year 2010 until the year 2015, only 12 women have served as Heads of Field Operations, in sharp contrast to the 83 men who held such a position during that period. In 2015, three field presences were headed by women, the OSCE Mission to Skopje, the OSCE mission to Montenegro and the OSCE Centre in Astana. In 2016 this number did not change, but the appointments which women held did change. The OSCE Mission to Skopje, the OSCE Centre in Ashgabat and the OSCE Office in Tajikistan are now headed by women. Since February 2017, the OSCE mission to Montenegro also has a female HoM, Ambassador Maryse Daviet. The number of female Deputy Heads of Mission has dropped from three in December 2015 to two as of May 2017. Only the Deputy Heads of Mission at the OSCE Mission in Kosovo and the OSCE Office in Yerevan are female.

The overall percentage of women holding senior management positions within Field Operations has suffered a sharp fall from 34% in 2015 to 22% this year. However, female representation within the ranks of professional staff employed in Field Operations has remained unchanged and still represents 51% of staff as it had in the last reporting period.

<sup>55</sup> See Table 2 in Annexes.

## F. OSCE Secretariat<sup>56</sup>

In total, women represent 53% of the OSCE Secretariat workforce, which is a 1% decrease compared to last year. In G-level positions, the percentage of women slightly increased from the past year, from 63% to 65%. In S-level positions, female representation has grown from 38% to 41.5%. As for the P+ level positions, men continue to hold the majority with 59%. There are two D-level positions occupied by women, which represents a significant improvement compared to the previous year, when the D-level positions held by women were zero. The post of the Secretary General is currently held by a man.



## G. Office for Democratic Institutions and Human Rights (ODIHR)<sup>57</sup>

In the Office for Democratic Institutions and Human Rights (ODIHR), women represent 55% of the total workforce. Compared to the previous year, this marks a decrease of one percentage point. Female representation in G-level positions amounted to 69%, marking a 2% increase from 2015. In S-level positions, however, the figures dropped to 50% compared to 56% the year before. The overall number of female employees in the professional category has decreased, with women representing 42% instead of 44% the previous year. The D1 category remains occupied by a woman, while the Head of the Institution is male.

## H. Office of the High Commissioner on National Minorities (HCNM)<sup>58</sup>

In the Office of the High Commissioner on National Minorities (HCNM) women represent 55%, which represents a decrease compared to the 65% female workforce in 2015. However, this change isn't a substantial decrease as women held 17 out of 26 positions in 2015 and 16 out of 29 positions in 2016. They hold 80% of G-level positions and 75% of S-level positions. The latter marks an increase

<sup>56</sup> See Table 3 in Annexes.

<sup>57</sup> See Table 4 in Annexes.

<sup>58</sup> See Table 5 in Annexes.



by 25% compared to the year before. 36% of employees in P-level positions are female – a sharp decrease from 46% in 2015 (although the number of female workers in this category remained the same, the overall number of employees rose). The position of the Head of Institution is currently vacant.

#### **I. Office of the Representative on Freedom of the Media (RFoM)<sup>59</sup>**

In the Office of the Representative on Freedom of the Media, General Staff of the Office consists entirely of women, while in S-level positions the total number of positions remains divided equally, giving women and men each 50%. The figures for these two categories have remained unchanged compared to 2015. In P-level positions female employees hold 40% of positions, as they have occupied 2 out of 5 P-level positions in 2016 comparatively to 3 out of 6 positions in 2015. D-level positions remain without female representatives, as the only position is held by a man. Up until March 2017, the Head of Institution was Ms. Dunja Mijatovic. Currently the position is vacant.

#### **J. Seconded Posts in the Secretariat, Institutions and Field Operations<sup>60</sup>**

On 29 December 2016, the OSCE had 316 seconded staff from 39 OSCE participating States, of whom 28% were women – this is a 15% point decrease from 43% as of 29 December 2015.

The seconding States with the highest number of female secondees were the United States (13), and Germany and Norway, both with eight secondments. Among the countries that seconded at least seven people, Norway has the highest female representation (47%), followed by Bulgaria (41%), Germany (36%) and the United States (29%). The widest gender gap in favor of men can be observed in the staff seconded by Bosnia and Hercegovina (one woman among 15 secondees), the Republic of Moldova (one woman among 13 secondees) and the United Kingdom (five women among 26 secondees).

#### **K. Field Operations: Gender Balance of Local Staff**

Depending on the field operation and its mandate, the OSCE employs a certain number of local staff. The largest staffed OSCE field operation is in Kosovo, employing 392 local staff. Of these, only 117 are women, amounting to 30% of the workforce. With that, the OSCE Mission to Kosovo is the field operation employing the lowest proportion of women. The OSCE Field Operations with the highest proportion of women are the OSCE Programme Office in Astana (68%), the OSCE Project Co-ordinator in Ukraine (62%), the OSCE Office in Yerevan (61%), and the OSCE Mission to Moldova (60%). Other Field Operations where women represent the majority of workforce include the OSCE Presence to Albania (59%), the OSCE Missions to Montenegro (57%), Serbia (56%), and Bosnia and Herzegovina (54%). With a few exceptions, such as the OSCE Mission to Kosovo, and the OSCE Program Office in Astana, the OSCE Field Operations appear close to finding an equal gender balance, as most staff proportions are within 40 and 60%.<sup>61</sup>

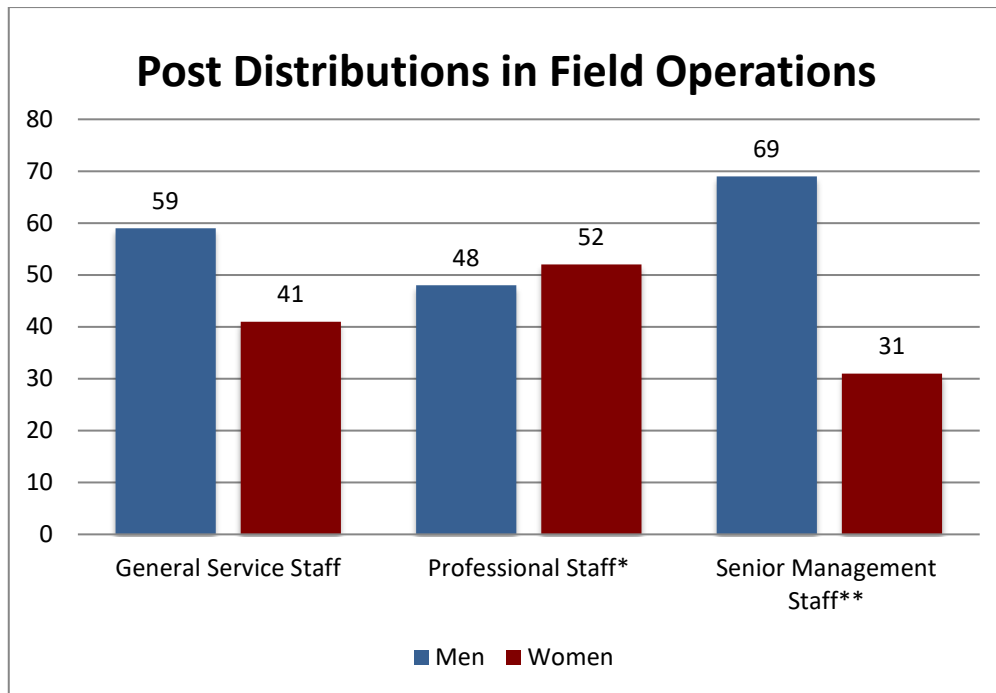
Within Field Operations, women also hold a variety of staff positions.<sup>62</sup> As seen in the chart below women represent 41% of General Service Staff, 52% of Professional Staff, and 31% of Senior Management Staff. These categories refer to the following divisions: General Service Staff (G1 to G7), Professional Staff (NPOs, S, S1, S2, P1 – P4), and Senior Management Staff (S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions).

<sup>59</sup> See Table 6 in Annexes.

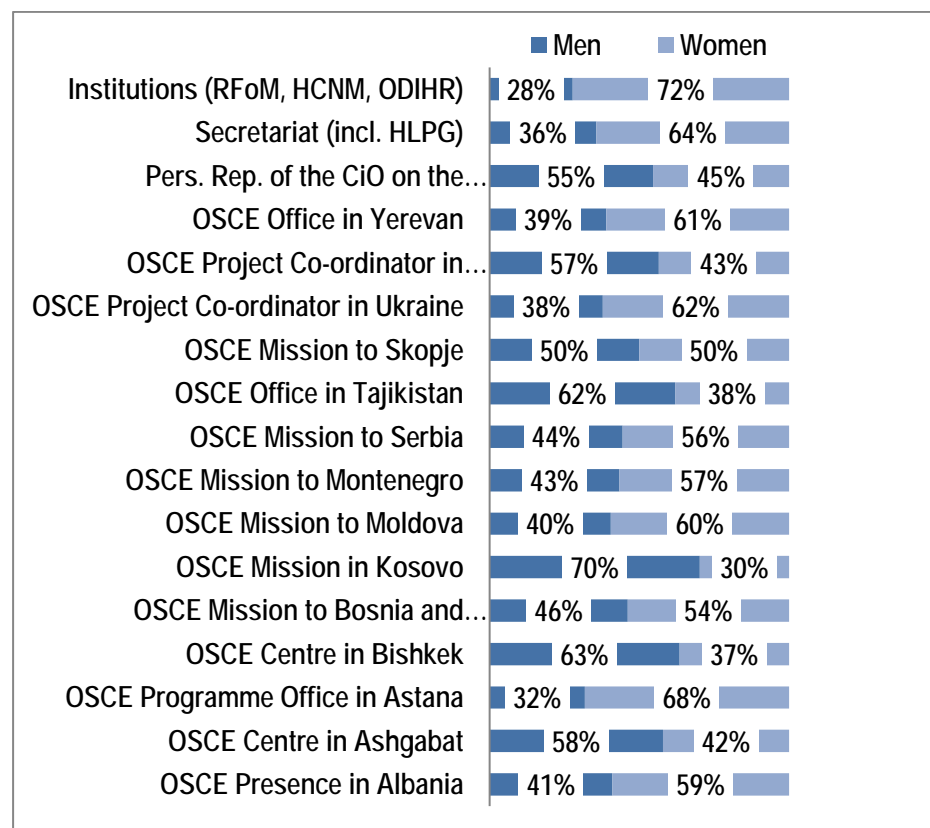
<sup>60</sup> See Table 7 in Annexes.

<sup>61</sup> See Table 8 in Annexes.

<sup>62</sup> See Table 9 in Annexes.



### % of Women and Men in Local/General Staff in OSCE Field Operation, OSCE Secretariat and Institutions



#### IV. GENDER IN THE OSCE PA

During the Vilnius Annual Session in 2009, the Standing Committee amended the OSCE PA's Rules of Procedure, agreeing to introduce a new sub-clause to Rule 1 stating that "each national Delegation should have both genders represented".

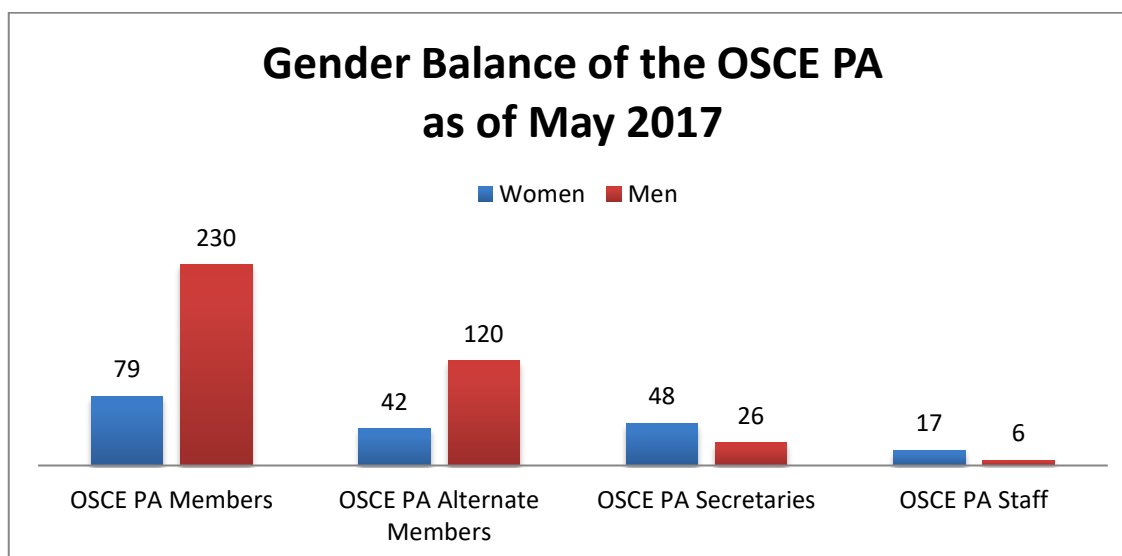
In 2011, the OSCE PA adopted a resolution on "Women's representation at the OSCE Parliamentary Assembly" calling on national parliaments to improve the representation of women in the national delegations to the Assembly. The Resolution noted with concern that, as of February 2011, 17 of the 57 national delegations to the OSCE PA were comprised of men only, that only ten women were Heads of delegation and that out of the 307 delegates only 73 (23.7%) were women.

Since then, positive efforts have been made by the national delegations to improve gender balance within the Parliamentary Assembly, though not all countries are in compliance yet.

The OSCE participating States regularly consider ways to advance gender equality, and OSCE PA members stand ready to engage in the debates on this topic. One of the most recent initiatives was the March Conference titled "OSCE Female Perspectives," which took place in the Austrian Parliament and was opened by President Christine Muttonen. The conference focused on improving the level of engagement of women in discussions on security, including conflict resolution and addressing violent extremism.<sup>63</sup>

##### A. Member Directory Statistics<sup>64</sup>

As of May 2017, there is an overall male majority within the OSCE Parliamentary Assembly, with 382 men and 186 women (33%). However, this stands as a clear increase in the representation of women from the previous year (29%).<sup>65</sup>



<sup>63</sup> More information about the event can be found here: <http://www.oscepa.org/news-a-media/press-releases/2686-women-s-perspectives-on-security-policy-debated-at-osce-pa-conference-in-vienna>

<sup>64</sup> The OSCE PA Member Directory is available on request from the International Secretariat. The numbers presented here do not include the Tajikistan Delegation or the Uzbekistan Delegation as Member/Alternative status is still pending.

<sup>65</sup> See Table 10 in Annexes. Provided numbers include OSCE PA Members, Alternate Members, Secretaries and Staff.

Almost three quarters of both regular OSCE PA Members (74%), including Heads of delegation and Deputy Member of Delegations, and OSCE PA Alternate Members (74%) are men, holding a combined number of 350 out of 471 positions. Compared to the statistics provided in last year's report, no major changes in female representation within the Assembly can be recorded. However, compared to the data provided in the 2011 Resolution, female representation in the OSCE PA Member category has grown slightly from 23.7 to 26% over the last five years.

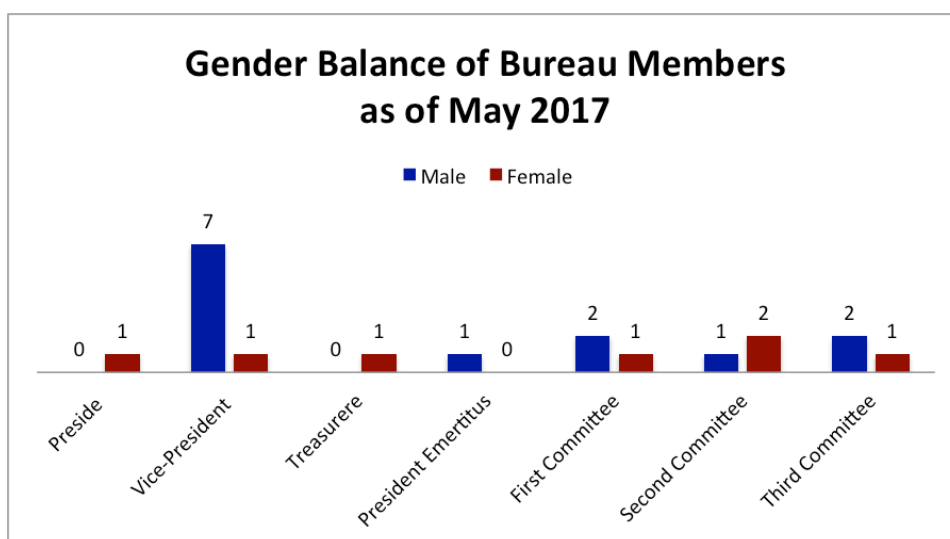
Women outnumber men within as delegation secretaries. Among the OSCE PA Secretaries of Delegations, 48 out of 74 are women, representing a 65% to 35% gender distribution.<sup>66</sup>

## B. Initiative to Boost Women's Participation

Efforts undertaken by the national delegations to comply with Article 1.4 of the OSCE PA Rules of Procedure have led to a significant decrease in the number of delegations with no female representation. The number dropped from 17 in 2011 to 10 in 2012 and 2013, and further to 9 in 2014, before rising again to 10 in 2015. There were only 6 delegations without women in 2017.<sup>67</sup> Nineteen women (compared to 17 women in 2016) are currently heading the national delegations.<sup>68</sup>

## C. Gender in the Bureau

The Bureau is composed of the President, nine Vice-Presidents, the Treasurer and the President Emeritus, as well as the three Officers of each of the General Committees. As of May 2017, the Bureau comprised 20 (1 Vacant) members – 7 of whom are female – providing for a 65% to 35% ratio in favour of men. These numbers comply with the targeted goal of 30% suggested in 2011.<sup>69</sup>



<sup>66</sup> See Table 10 in Annexes. Co-Secretaries and Deputy of Delegation have also been included in this category.

<sup>67</sup> No data available for Uzbekistan.

<sup>68</sup> No data available for Uzbekistan.

<sup>69</sup> See Address by Dr. Hedy Fry, Special Representative on Gender Issues to the OSCE Parliamentary Assembly, 10<sup>th</sup> Winter Meeting, 24–25 February 2011, Vienna, Austria.

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

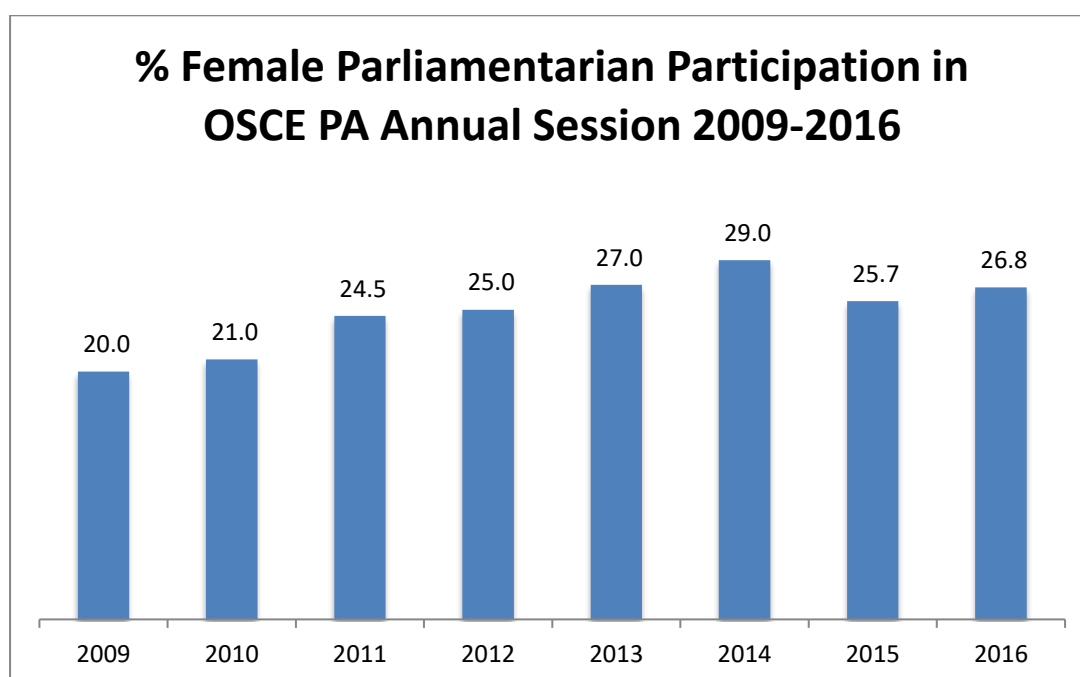
The statistics regarding female Presidents and Vice-Presidents have changed since the previous reporting year. In May 2016 there were two female Vice-Presidents, Vilija Aleknaite (Lithuania), and Christine Muttonen (Austria). At the time of reporting in May 2017, President Christine Muttonen (Austria) is female. However, of the 8 Vice-Presidents only one, Isabel Santos (Portugal), is female. One seat remains vacant. Additionally, Doris Barnett (Germany) continues to act as the Treasurer for the Bureau.<sup>70</sup>

## 2. Officers of the OSCE PA General Committees

Prevalence of women in the leadership of the General Committees has decreased since the last reporting period. Women currently hold 4 out of the total 9-committee officer posts, whereas women held 6 positions in the previous reporting period.

## D. Participation in the OSCE PA Meetings

The charts below show the percentage of female Members of Parliament who participated in the OSCE PA's Meetings. The 2016 Annual Session observed a slight increase in female participation compared to the previous reporting period (from 25.7 to 26.8%). Over the last six years, the numbers have risen and fallen from 24.5% in 2011 to 29% in 2014, and down to 26.8% in 2016.<sup>71</sup>



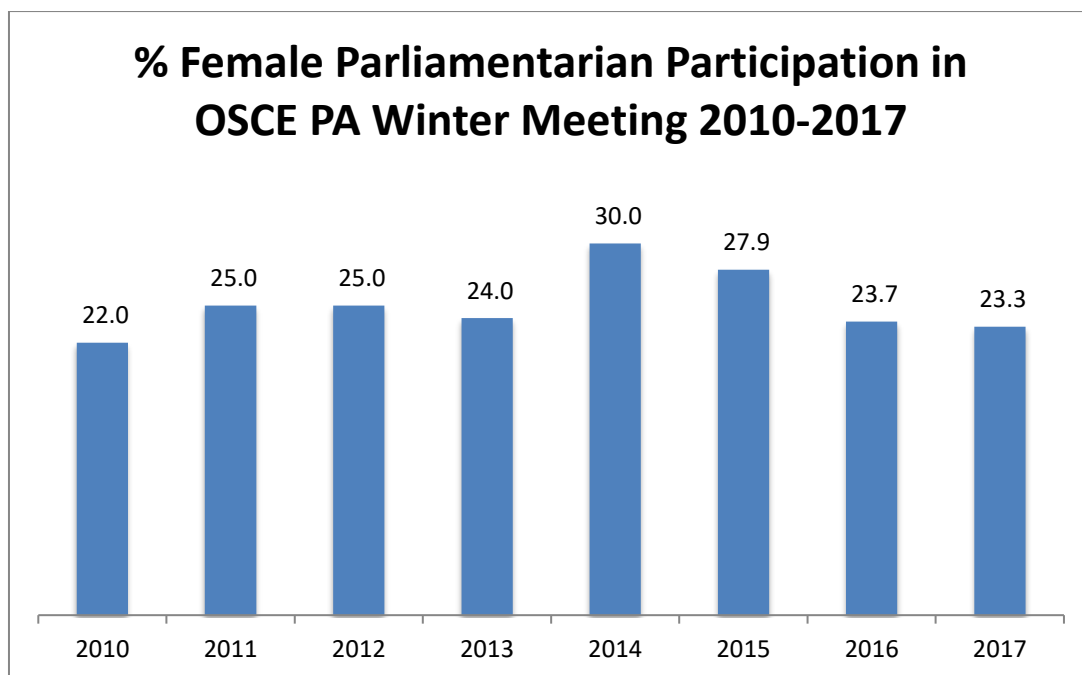
The overall percentage of female participation in the OSCE Winter Meetings has decreased slightly,<sup>72</sup> with the 2014 Winter Meeting seeing the highest percentage of female participants in the last ten years (30%).<sup>73</sup>

<sup>70</sup> See Table 11 in Annexes.

<sup>71</sup> See Table 12 in Annexes.

<sup>72</sup> See Table 13 in Annexes.

<sup>73</sup> See OSCE PA Gender Balance Report; July 2013 and OSCE PA Gender Report, July 2013.



#### **E. Participation in the OSCE PA Election Monitoring 2016**

Women take active part in election observation conducted by the OSCE PA every year. The figures concerning female participation in OSCE PA election monitoring show that, over the 2014–2016<sup>74</sup> period, the highest percentage of women participated in election monitoring in Hungary (42.1%), the USA (40.6%) and the Former Yugoslav Republic of Macedonia (39.1%). In comparison, in 2016, the highest percentage of women who participated in election monitoring occurred in the Russian Federation (35.8), while Montenegro (33.3%) and Moldova (33.3%) tied for second place.<sup>75</sup>

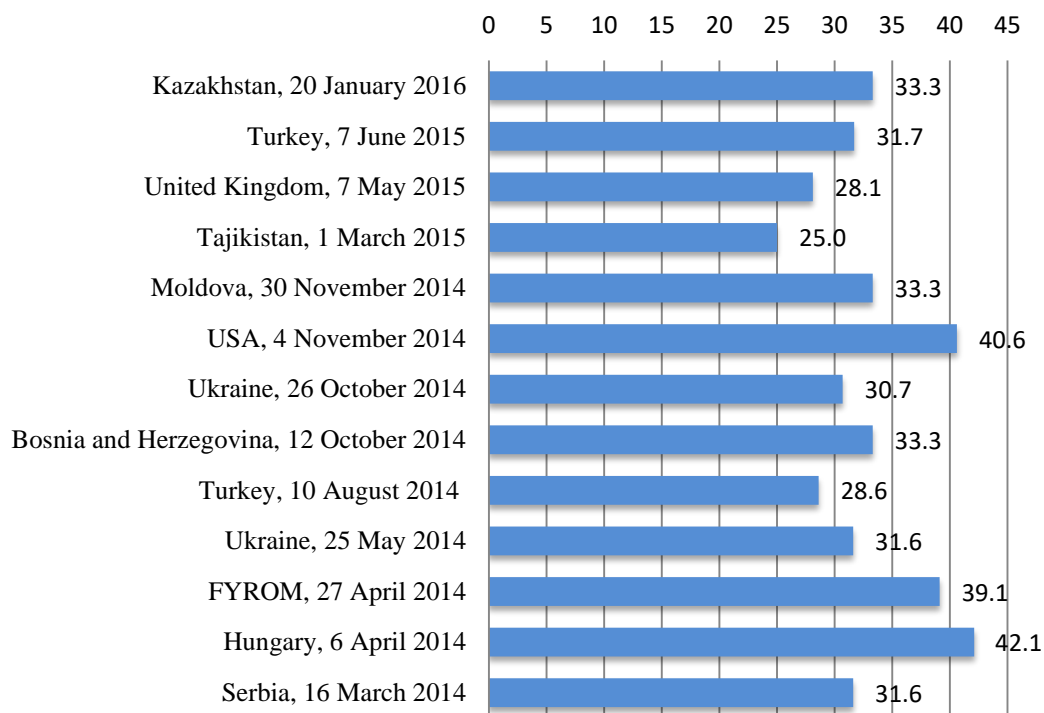
The graphs below show the Assembly's female Members' participation in election observations missions over the previous reporting period (2014-2016) and the 2016 period.<sup>76</sup>

<sup>74</sup> This includes only the first election monitoring observation in 2016.

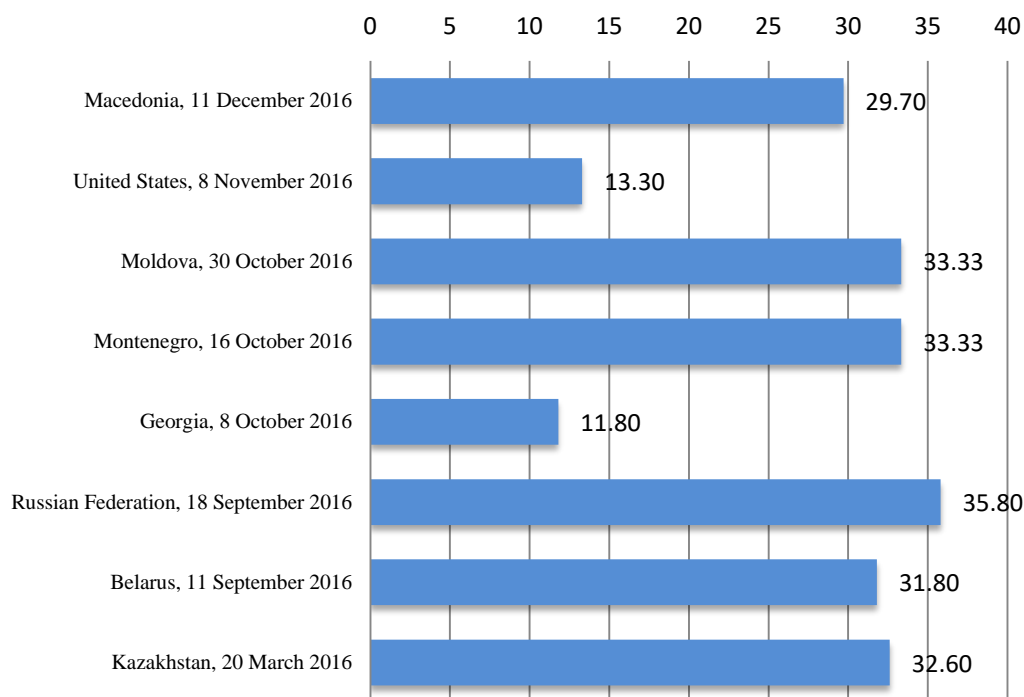
<sup>75</sup> The calculations exclude Staff of Delegation and Secretariat personnel.

<sup>76</sup> See Table 14 in Annexes. Calculations for female participation were done excluding Staff of delegations and the International Secretariat.

## Female Delegate Participation in Election Monitoring 2014-2016 (%)



## Female Delegate Participation in Election Monitoring 2016 (%)



The average percentage of female participation in election observation for the 2016 period was 29.7%, which represents a 2.13 percentage point decrease compared to the previous reporting period. Women held 37% of election observation leadership positions, which comprises Special Coordinators designated by the Chairman-in-Office to lead short-term observers and Heads of OSCE PA observation missions. This is also a decline from the previous reporting period when women almost had parity with men, as 11 men and 10 women held leadership positions in OSCE PA election observation missions.

#### **F. Permanent Staff of the OSCE PA International Secretariat**

Currently, the permanent staff of the OSCE PA International Secretariat, including the Vienna Liaison Office, is comprised of 18 individuals, of whom five are women. The posts of the OSCE PA Secretary General and two Deputies are held by men.

#### **G. The International Research Fellowship Programme**

The International Secretariat of the OSCE Parliamentary Assembly conducts a Research Fellowship Programme, in which it engages graduate students for a period of six months each to give them an opportunity to gain practical experience in the field of international affairs. There are currently six research fellows working at the International Secretariat in Copenhagen, and three in the Vienna Liaison Office— three men and six women.

#### **H. Female Representation in National Parliaments of OSCE Participating States**

According to the data provided by the Inter-Parliamentary Union, overall female representation in national parliaments of OSCE countries has increased since the last reporting period. Within the OSCE participating States and since the last reporting period, Hungary remains the country with the least female representation within its unicameral parliaments, with only 10.1%. Malta (12.5%), Ukraine (12.3%) and Lichtenstein (12%) also have some of the lowest female representation within national parliaments in the OSCE region.<sup>77</sup>

Collectively, female representation among national Parliaments in European countries within the OSCE region is 26.5%, combining Upper House or Senate and Single or Lower House parliamentarians. The number drops to 25.3% if the Nordic countries are excluded.<sup>78</sup> This represents a slight increase from the last reporting period.

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<sup>77</sup> See Table 15 in Annexes.

<sup>78</sup> See Table 16 in Annexes.



## V. ANNEX

**Table 1**

<b>Post Distribution of Staff in the OSCE 2015</b>				
<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
General Service Staff	709	598	1,307	46%
Professional Staff	402	385	787	49%
Senior Management	88	47	135	35%
<b>Total</b>	<b>1199</b>	<b>1030</b>	<b>2229</b>	<b>46%</b>
<b>Post Distribution of Staff in the OSCE 2016</b>				
<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
General Service Staff	713	586	1299	45%
Professional Staff	438	413	851	49%
Senior Management	55	21	76	28%
<b>Total</b>	<b>1206</b>	<b>1020</b>	<b>2226</b>	<b>46%</b>

Note: Figures as of 29 December 2015 and 29 December 2016 respectively.

**Table 2**

<b>Post Distribution of the OSCE Staff in OSCE Secretariat, Institutions and Field Operations 2016</b>				
<b>Secretariat and Institutions Staff</b>				
<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
General Service Staff	87	173	260	67%
Professional Staff	140	105	245	43%
Senior Management	23	12	35	34%
<b>Total</b>	<b>250</b>	<b>290</b>	<b>540</b>	<b>54%</b>
<b>Field Operations Staff</b>				
<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
General Service Staff	626	413	1,039	40%
Professional Staff	298	308	606	51%
Senior Management	32	9	41	22%
<b>Total</b>	<b>956</b>	<b>730</b>	<b>1,686</b>	<b>43%</b>

Note: Figures as of 29 December 2016.

**Table 3**

<b>Post Distribution in the OSCE Secretariat 2015</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	SG	P+ in%	Total	Total in %
Women	118	63%	14	38%	52	0	0	0	43%	184	54%
Men	68	37%	23	62%	62	1	4	1	57%	159	46%
<b>Total</b>	<b>186</b>	<b>100%</b>	<b>37</b>	<b>100%</b>	<b>114</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>100%</b>	<b>343</b>	<b>100%</b>
<b>Post Distribution in the OSCE Secretariat 2016</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	SG	P+ in%	Total	Total in %
Women	122	65%	17	41.5 %	51	1	1	0	41%	192	53%
Men	67	35%	24	58,5%	72	1	4	1	59%	169	47%
<b>Total</b>	<b>189</b>	<b>100%</b>	<b>41</b>	<b>100%</b>	<b>123</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>100%</b>	<b>361</b>	<b>100%</b>

Note: Figures as of 29 December 2015 and 29 December 2016 respectively.

**Table 4**

<b>Post Distribution in the Office for Democratic Institutions and Human Rights 2015</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	41	67%	5	56%	26	1	0	0	44%	73	56%
Men	20	33%	4	44%	33	0	0	1	56%	58	44%
<b>Total</b>	<b>61</b>	<b>100%</b>	<b>9</b>	<b>100%</b>	<b>59</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>	<b>131</b>	<b>100%</b>
<b>Post Distribution on the Office for Democratic Institutions and Human Rights 2016</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	41	69%	7	50%	25	1	0	0	42%	74	55%
Men	18	31%	7	50%	35	0	0	1	58%	61	45%
<b>Total</b>	<b>59</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>60</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>	<b>135</b>	<b>100%</b>

Note: Figures as of 29 December 2015 and 29 December 2016 respectively.

**Table 5**

<b>Post Distribution in the Office of the High Commissioner on National Minorities 2015</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	9	100%	2	50%	5	0	0	1	46%	17	65%
Men	0	0%	2	50%	6	1	0	0	54%	9	35%
<b>Total</b>	<b>9</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>	<b>26</b>	<b>100%</b>
<b>Post Distribution in the Office of the High Commissioner on National Minorities 2016</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	8	80%	3	75%	5	0	0	0	36%	16	55%
Men	2	20%	1	25%	9	1	0	0	64%	13	45%
<b>Total</b>	<b>10</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>100%</b>	<b>29</b>	<b>100%</b>

Note: Figures as of 29 December 2015 and 29 December 2016 respectively.

**Table 6**

<b>Post Distribution in the Office of the Representative on Freedom of the Media 2015</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	3	100%	3	50%	2	0	0	1	50%	9	50%
Men	0	0%	3	50%	2	1	0	0	50%	6	50%
<b>Total</b>	<b>3</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>	<b>15</b>	<b>100%</b>
<b>Post Distribution in the Office of the Representative on Freedom of the Media 2016</b>											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	3	100%	3	50%	2	0	0	1	40%	9	56%
Men	0	0%	3	50%	3	1	0	0	60%	7	44%
<b>Total</b>	<b>3</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>100%</b>	<b>16</b>	<b>100%</b>

Note: Figures as of 29 December 2015 and 29 December 2016 respectively.

**Table 7**

<b>Seconded Staff in the OSCE Secretariat, Institutions and Field Operations by Seconding Country and Gender 2015</b>				
<b>Seconding Country</b>	<b>% Women</b>	<b>Men</b>	<b>Women</b>	<b>Total Seconded Staff</b>
1. Albania	100%	0	1	1
2. Azerbaijan	100%	0	2	2
3. France	100%	0	2	2
4. Georgia	100%	0	4	4
5. Portugal	100%	0	4	4
6. Switzerland	50%	2	2	4
7. Norway	47%	9	8	17
8. Canada	43%	4	3	7
9. The Former Yugoslav Republic of Macedonia (FYRoM)	43%	4	3	7
10. Bulgaria	41%	10	7	17
11. The Netherlands	40%	3	2	5
12. Spain	38%	5	3	8
13. Germany	36%	14	8	22
14. Ireland	33%	2	1	3
15. Italy	33%	12	6	18
16. United States	29%	32	13	45
17. Austria	29%	5	2	7
18. Serbia	29%	5	2	7
19. Poland	22%	7	2	9
20. Tajikistan	22%	7	2	9
21. Greece	20%	4	1	5
22. Slovakia	20%	4	1	5
23. United Kingdom	19%	21	5	26
24. Finland	17%	10	2	12
25. Hungary	17%	5	1	6
26. Sweden	14%	6	1	7
27. Republic of Moldova	8%	12	1	13
28. Bosnia and Herzegovina	7%	14	1	15
29. Belarus	0%	2	0	2
30. Belgium	0%	3	0	3
31. Czech Republic	0%	3	0	3
32. Denmark	0%	3	0	3
33. Estonia	0%	2	0	2
34. Kyrgyzstan	0%	5	0	5
35. Luxembourg	0%	1	0	1
36. Romania	0%	4	0	4
37. Russian Federation	0%	4	0	4
38. Turkey	0%	1	0	1
39. Ukraine	0%	1	0	1
<b>Grand Total</b>	<b>28%</b>	<b>226</b>	<b>90</b>	<b>316</b>

Note: Figures as of 31 March 2016

**Table 8**

<b>Gender Balance of Local Staff in OSCE field operations and General Services Staff in the OSCE Secretariat and Institutions 2015</b>					
<b>Field Operation</b>	<b>Women</b>	<b>In %</b>	<b>Men</b>	<b>In %</b>	<b>Total</b>
OSCE Presence in Albania	36	59%	25	41%	61
OSCE Centre in Ashgabat	8	42%	11	58%	19
OSCE Programme Office in Astana	15	68%	7	32%	22
OSCE Centre in Bishkek	34	37%	59	63%	93
OSCE Mission to Bosnia and Herzegovina	148	54%	127	46%	275
OSCE Mission in Kosovo	117	30%	275	70%	392
OSCE Mission to Moldova	25	60%	17	40%	42
OSCE Mission to Montenegro	17	57%	13	43%	30
OSCE Mission to Serbia	60	56%	48	44%	108
OSCE Office in Tajikistan	51	38%	83	62%	134
OSCE Mission to Skopje	53	50%	53	50%	106
OSCE Project Co-ordinator in Ukraine	28	62%	17	38%	45
OSCE Project Co-ordinator in Uzbekistan	10	43%	13	57%	23
OSCE Office in Yerevan	25	61%	16	39%	41
Pers. Rep. of the CiO on the Conflict dealt with by the Minsk Conference	5	45%	6	55%	11
Secretariat (incl. HLPG)	121	64%	67	36%	188
Institutions (RFoM, HCNM, ODIHR)	52	72%	20	28%	72

<b>Grand Total</b>	805	48%	857	52%	1,662
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Note: Figures as of 29 December 2016.

**Table 9**

<b>Post Distribution in Field Operations</b>				
<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>1234</b>
General Service Staff	621	426	1047	41%
Professional Staff	271	259	560	52%
Senior Management Staff	70	31	101	31%
<b>Total</b>	<b>962</b>	<b>746</b>	<b>1708</b>	<b>44%</b>

**Table 10**

<b>OSCE Parliamentary Assembly as of May 2017</b>					
<b>Category</b>	<b>Women</b>	<b>In %</b>	<b>Men</b>	<b>In %</b>	<b>Total</b>
OSCE PA Members	79	26%	230	74%	309
OSCE PA Alternate Members	42	26%	120	74%	162
OSCE PA Secretaries	48	65%	26	35%	74
OSCE PA Staff	17	74%	6	26%	23
<b>Grand Total</b>	<b>186</b>	<b>33%</b>	<b>382</b>	<b>67%</b>	<b>568</b>

Note: Representatives of the Uzbekistan and Tajikistan not included in the figures.

**Table 11**

<b>Gender Balance of Bureau Members as of April 2017</b>			
<b>Category</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
President	1	0	1
Vice-Presidents	1	7	8
Treasurer	1	0	1
First Committee	1	2	3
Second Committee	2	1	3
Third Committee	1	2	3
<b>Grand Total</b>	<b>9</b>	<b>10</b>	<b>19</b>

**Table 12**

Parliamentarian Participation in the OSCE PA Annual Sessions (2009-2015)								
Category	2009	2010	2011	2012	2013	2014	2015	2016
Women	43	50	55	61	67	74	63	75
Men	170	186	169	185	178	180	182	205
% Women	20	21	24.5	25	27	29	25.7	26.8
<b>Grand Total</b>	<b>213</b>	<b>236</b>	<b>224</b>	<b>246</b>	<b>245</b>	<b>254</b>	<b>245</b>	<b>280</b>

Note: Calculations include Members and Alternate members of delegations and do not include Staff of Delegations, the OSCE PA and the OSCE Secretariats, Observers, Guests, International Parliamentary Organizations and Partners for Co-operation.

**Table 13**

Parliamentarian Participation in the OSCE PA Winter Meeting (2010-2017)								
Category	2010	2011	2012	2013	2014	2015	2016	2017
Women	49	58	60	50	64	61	58	53
Men	174	172	180	159	151	157	186	174
% Women	22	25	25	24	30	27.9	23.7	23.3
<b>Grand Total</b>	<b>223</b>	<b>230</b>	<b>240</b>	<b>209</b>	<b>215</b>	<b>218</b>	<b>244</b>	<b>227</b>

Note: Calculations include Members and Alternate members of delegations and do not include Staff of Delegations, the OSCE PA and the OSCE Secretariats, Observers, Guests, International Parliamentary Organizations and Partners for Co-operation.

**Table 14**

<b>OSCE PA Election Monitoring (2016)</b>			
<i>Elections observed</i>	<i>MPs</i>	<i>Women</i>	<i>% of women</i>
<i>Kazakhstan, 20 March 2016</i>	<b>46</b>	<b>15</b>	<b>32.6%</b>
<i>Belarus, 11 September 2016</i>	<b>22</b>	<b>7</b>	<b>31.8%</b>
<i>Russian Federation, 18 September 2016</i>	<b>67</b>	<b>24</b>	<b>35.8%</b>
<i>Georgia, 8 October 2016</i>	<b>34</b>	<b>4</b>	<b>11.8%</b>
<i>Montenegro, 16 October 2016</i>	<b>30</b>	<b>10</b>	<b>33.3%</b>
<i>Moldova, 30 October 2016</i>	<b>33</b>	<b>11</b>	<b>33.3%</b>
<i>United States, 8 November 2016</i>	<b>90</b>	<b>27</b>	<b>30.0%</b>
<i>Macedonia, 11 December 2016</i>	<b>15</b>	<b>2</b>	<b>13.3%</b>
<b>Total</b>	<b>337</b>	<b>100</b>	<b>29.7%</b>

Note: Figures as of 19 May 2017

**Table 15**

<b>Women in Parliament in OSCE countries</b>										
<b>Global Rank</b>	<b>Country</b>	<b>Lower or single House</b>			<b>Upper House or Senate</b>			<b>Women OSCE PA Delegate Members</b>		
		<b>Seats</b>	<b>Women</b>	<b>%</b>	<b>Seats</b>	<b>Women</b>	<b>%</b>	<b>Members</b>	<b>Women</b>	<b>%</b>
6	Sweden	349	152	43.6%	---	---	---	16	6	37.5%
9	Finland	200	84	42.0%	---	---	---	12	4	33.3%
4	Iceland	63	30	47.6%	---	---	---	6	3	50.0%
14	Spain	350	137	49.1%	266	101	38.0%	10	3	30.0%



"	Norway	169	67	39.6%	---	---	---	12	5	41.7%
37	Andorra	28	9	32.1%	---	---	---	4	1	25.0%
19	Belgium	150	57	38.0%	60	30	50.0%	13	5	38.5%
21	Denmark	179	67	37.4%	---	---	---	12	2	16.6%
26	Netherlands	150	54	36.0%	75	26	34.7%	8	1	12.5%
23	Slovenia	90	33	36.7%	40	3	7.5%	6	2	33.3%
22	Germany	630	233	37.0%	69	27	39.1%	24	8	33.3%
28	Portugal	230	80	34.8%	---	---	---	8	3	37.5%
30	Serbia	250	86	34.4%	---	---	---	8	3	37.5%
"	The F.Y.R. of Macedonia	120	41	34.2%	---	---	---	4	1	25.0%
36	Switzerland	200	65	32.5%	46	7	15.2%	8	1	12.5%
42	Italy	630	195	31.0%	320	91	28.4%	13	3	23.1%
44	Austria	183	56	30.6%	61	19	31.1%	6	4	66.7%
46	United Kingdom	650	195	30.0%	805	207	25.7%	23	3	13.0%
51	Luxembourg	60	17	28.3%	---	---	---	10	1	10.0%
52	Poland	460	129	28.0%	100	14	14.0%	16	5	31.3%
29	Belarus	110	38	34.5%	56	17	30.4%	12	3	25.0%
57	Kazakhstan	107	29	27.1%	47	3	6.4%	6	0	0%
"	France	577	149	25.8%	348	95	27.3%	12	2	16.7%
62	Canada	335	88	26.3%	100	43	43.0%	10	4	40.0%
"	Turkmenistan	124	32	25.8%	---	---	---	8	2	25.0%
59	Estonia	101	27	26.7%	---	---	---	6	2	33.3%
86	Lithuania	141	30	21.3%	---	---	---	5	2	40.0%
81	Ireland	158	35	22.2%	60	18	30.0%	7	1	14.3%
80	Republic of Moldova	101	23	22.8%	---	---	---	6	0	0%

85	Bosnia and Herzegovina	42	9	21.4%	15	2	13.3%	3	1	33.3%
88	Monaco	24	5	20.8%	---	---	---	4	2	50.0%
89	Albania	140	32	22.9%	---	---	---	3	1	33.3%
75	Bulgaria	240	57	23.8%	---	---	---	9	1	11.1%
95	Czech Republic	200	40	20.0%	80	15	18.8%	8	1	12.5%
148	Liechtenstein	25	3	12.0%	---	---	---	4	2	50.0%
"	Slovakia	150	30	20.0%	---	---	---	8	2	25.0%
107	Greece	300	55	18.3%	---	---	---	10	4	40.0%
101	United States of America	434	83	19.3%	100	21	21.0%	15	1	6.6%
102	Kyrgyzstan	120	23	19.2%	---	---	---	6	1	16.6%
104	Tajikistan	63	12	19.0%	32	7	21.9%	10	2	20.0%
"	Latvia	100	16	16.0%	---	---	---	3	0	0%
78	Montenegro	81	19	23.5%	---	---	---	4	1	25.0%
119	Azerbaijan	125	21	16.8%	---	---	---	6	2	33.3%
"	San Marino	60	16	26.7%	---	---	---	3	1	33.3%
"	Uzbekistan	150	24	16.0%	100	17	17.0%	3	N/A	N/A
106	Croatia	151	28	18.5%	---	---	---	6	2	33.3%
133	Turkey	549	80	14.6%	---	---	---	8	2	25.0%
"	Mongolia	76	13	17.1%	---	---	---	6	1	16.6%
89	Romania	329	68	20.7%	136	19	14.0%	14	1	7.1%
"	Russian Federation	450	71	15.8%	170	29	17.1%	15	2	13.3%
143	Malta	72	9	12.5%	---	---	---	6	0	0%
112	Cyprus	56	10	17.9%	---	---	---	4	0	0%
"	Ukraine	423	52	12.3%	---	---	---	15	6	40.0%

"	Georgia	150	24	16.0%	---	---	---	6	1	16.6%
110	Armenia	105	19	18.1%	---	---	---	5	0	0%
160	Hungary	199	20	10.1%	---	---	---	6	1	16.6%

Source: Inter-Parliamentary Union, [Women in national parliaments](#) (situation as of 1 June 2017).

**Table 16**

<b>Women in Parliament in OSCE Countries, Regional Average</b>			
<b>Category</b>	<b>Single House or Lower House</b>	<b>Upper House or Senate</b>	<b>Both Houses combined</b>
<b>Europe - OSCE member countries including Nordic countries</b>	<b>26.6%</b>	<b>25.9%</b>	<b>26.5%</b>
<b>Europe - OSCE member countries excluding Nordic countries</b>	<b>25.2%</b>	<b>25.9%</b>	<b>25.3%</b>

Source: Inter-Parliamentary Union, [Women in National Parliaments: Regional Averages](#) (situation as of 1 June 2017).