

GENDER BALANCE REPORT

OSCE PARLIAMENTARY ASSEMBLY

JUNE 2014



Presented at the Request of

Dr. Hedy Fry, Special Representative on Gender Issues of the OSCE PA

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I. Introduction

Since 2001, the Special Representative on Gender Issues of the OSCE Parliamentary Assembly (OSCE PA) has issued an annual report, as well as a study of the OSCE's gender disaggregated statistics.

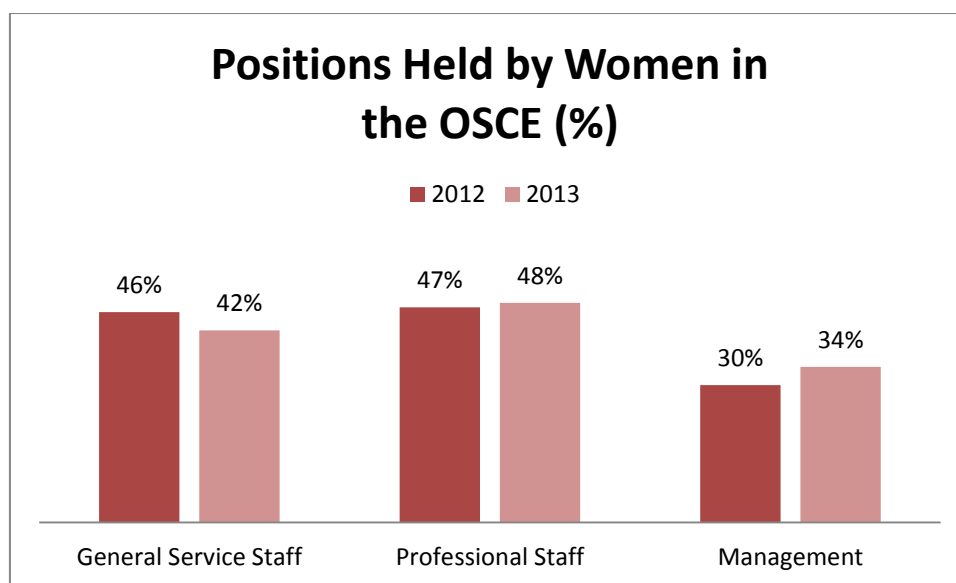
Considering the OSCE's gender disaggregated statistics, the 2014 Gender Report concludes that despite continuing efforts the 2004 OSCE Gender Action Plan has had only little discernible success so far. On the organizational level, progress in terms of increasing gender balance is stagnating: overall female representation in the OSCE has remained the same, with only slight increases of the gender balance in certain segments. On a positive note, the 2013 Annual Session and the 2014 Winter Meeting of the Parliamentary Assembly have seen the highest number of female participants in the last ten years.

Today, although comprehensive gender-related commitments have been put in place in OSCE structures and in most participating States, their implementation is often lagging behind. More needs to be done to translate commitments on paper into positive effects on the ground.

II. Gender in the OSCE Governmental Institutions

The progress of gender balance throughout the OSCE governmental structures—discussed in the following pages— is measured by statistics published in the November 2013 Secretary General’s Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality.¹

The OSCE maintains a staff of 2,430, with women representing 46 per cent of the total workforce. Compared to the previous reporting period, the number of women in all positions remained the same. Women continue to be under-represented in senior management positions (34 per cent in 2013) compared to their overall representation within the general service and professional staff sector (46 and 48 per cent respectively).²



¹ The Secretary General’s Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, 28 November 2013.

² See Table 1 in Annexes

The gender balance within the Heads of Missions and Heads of Institutions has slightly shifted since the last reporting period, with Astrid Thors being appointed High Commissioner on National Minorities on 20 August 2013. Dunja Mijatović continues to hold the office of OSCE Representative on Freedom of the Media, as does Ambassador Madina Jarbussynova as OSCE Project Co-ordinator in Ukraine. In addition, Ambassador Natalia Zarudna continues to serve as Head of the OSCE Center in Astana while Jennifer Leigh Brush heads the OSCE Mission to Moldova. These appointments add up to eight women who have headed OSCE Field Operations since their establishment, in contrast to over 110 men.

Within the Secretariat and Institutions female representation among professional posts has slightly increased from the reported 41 per cent in 2012 to 42 per cent in 2013. However, the Secretariat and Institutions have seen a small decrease in the number of women holding management positions, with 14 out of a total of 38 positions now held by women.³

Since the last reporting period, female representation within the ranks of international professional staff in the field operations has remained stable (50 per cent), while their number has seen an increase in the Higher Management field operations staff category. Representation rose from 27 per cent in 2012 to 32 per cent in 2013.

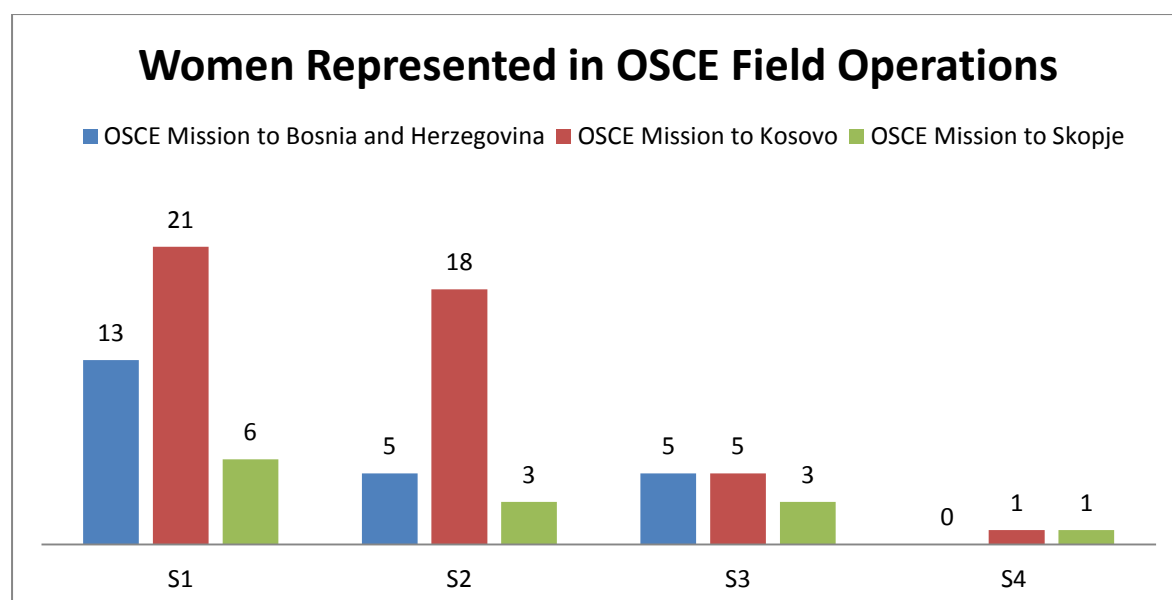
Among the field operations with the highest number of seconded staff, the OSCE Missions to Kosovo and to Bosnia and Herzegovina remain the two most consistently gender-balanced presences with women representing 41 and 43 per cent of the overall seconded positions respectively. They are followed by the OSCE Mission to Skopje with 36 per cent of positions held by women there.

However, compared to last year, these missions have also seen a decline in their proportion of female staff. The figures dropped by 6 per cent in Kosovo, by 4 per cent in Bosnia and Herzegovina and by 3 per cent in Skopje.⁴

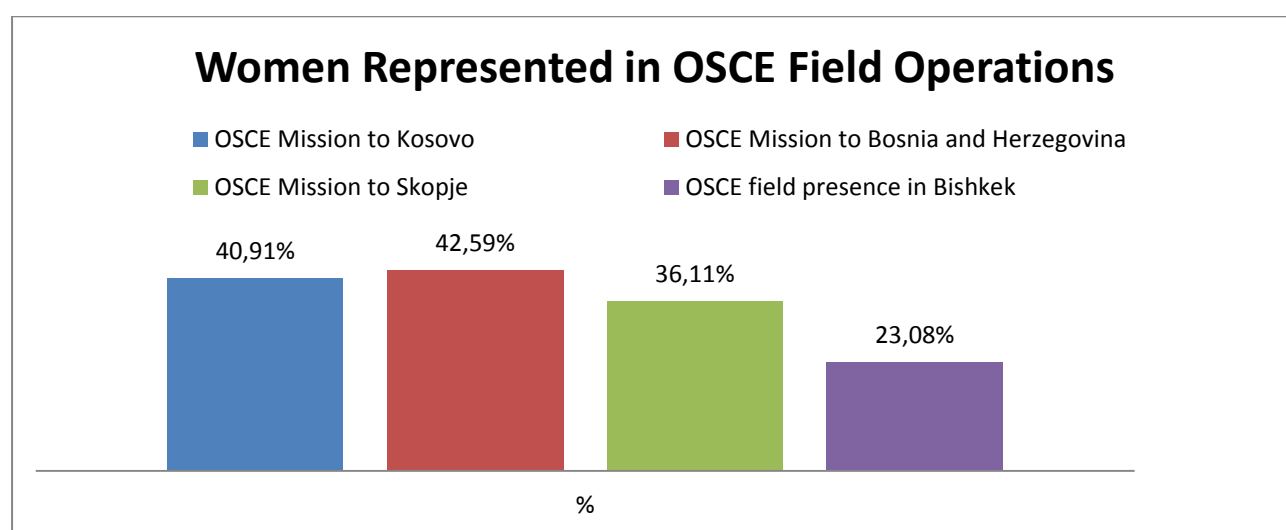
³ See Table 2 in Annexes

⁴ See Table 3 in Annexes

On the other end of the gender balance spectrum, however, the OSCE field presence in Bishkek is lagging far behind, with 21 per cent of positions held by women, which represents another 2 per cent decline compared to last year.



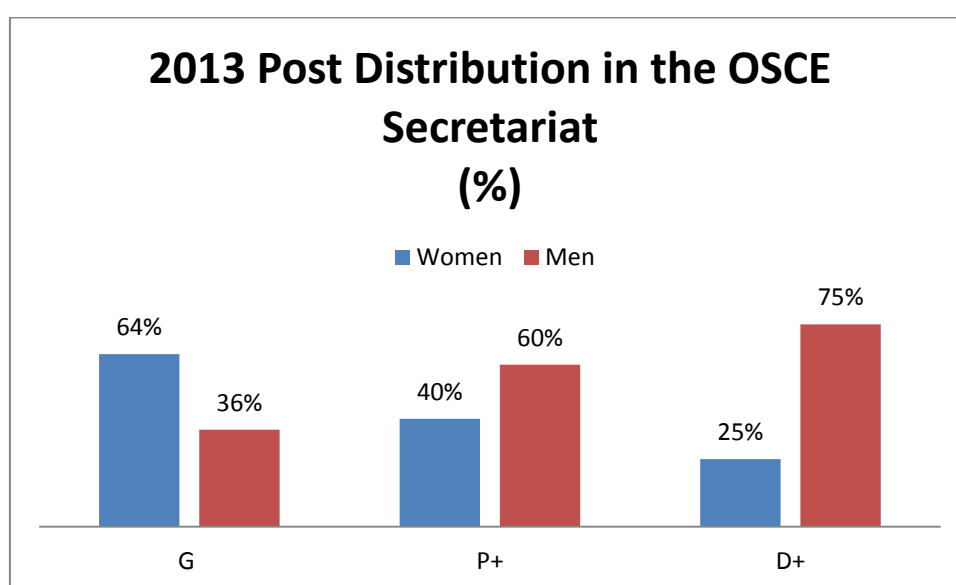
The number of female Deputy Heads of Mission has increased to 5. The Deputy Head of Mission at the OSCE Mission to Bosnia and Herzegovina, the OSCE Mission to Kosovo, the OSCE Mission to Serbia, the OSCE Mission to Skopje, and the OSCE Centre in Astana are all female.



a. OSCE Secretariat

In total, women represent 52 per cent of the OSCE Secretariat workforce in Vienna, which is a one per cent increase since last year's reporting. The proportion of women in the P+ category has remained the same between 2012 and 2013 (40%). Currently women occupy two out of the 8 high level (D+) positions.⁵

As detailed in last year's report, overall, men remain in the majority among P-level positions with a representation of 60 per cent, while women make up 64 per cent of the G-level workforce.

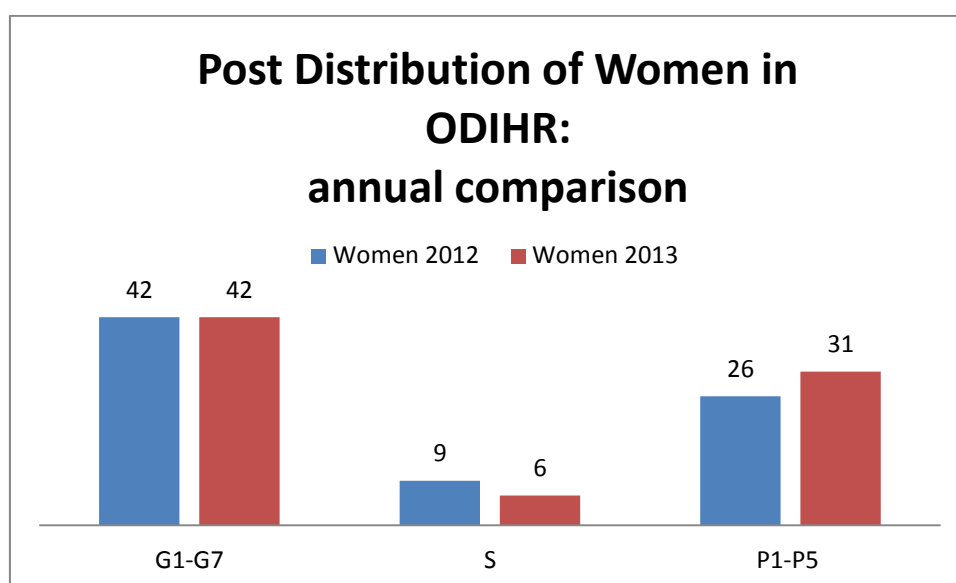


b. Office for Democratic Institutions and Human Rights (ODIHR)

The Office for Democratic Institutions and Human Rights (ODIHR) has seen an increase in the number of its female employees in the P+ category, which rose from 46 to 52 per cent. Notwithstanding the fact that the relative proportion of women in the G and S categories

⁵ See Table 4 in Annexes

decreased, from 71 to 68 per cent in the G category and from 75 to 55 in the S category, the overall gender balance in the OSCE/ODIHR has remained positive.⁶



c. Office of the High Commissioner on National Minorities (HCNM)

Since 2011, the Office of the High Commissioner on National Minorities has tipped the scales in favor of the overall percentage of women working within the commission. Currently 57 per cent of the workforce is represented by female employees, which represents a three per cent decline compared to last year.

In addition, when breaking down the numbers by position, men continue to dominate the upper echelons of the P-level positions holding 10 out of 13 positions. On the other hand, all positions within the G-level pay-grade are occupied by women. This further emphasizes the gender inequality among high-ranking positions within HCNM and on a larger scale with in the OSCE in its entirety.⁷ On a more positive note, on 20 August 2013, Astrid Thors took office as the new High Commissioner on National Minorities.

⁶ See Table 5 in Annexes

⁷ See Table 6 in Annexes

d. Office of the Representative on Freedom of the Media

With 62 per cent of its posts occupied by women, the Office of the Representative on Freedom of the Media (ROFM) has been highlighted, for a number of years, as the most gender-aware Institution within the OSCE and one of the two Institutions of the OSCE headed by a woman. While relatively small with only 12 posts, the Office can be cited as an example in terms of its overall respect of the gender balance, including in the P+ category where women hold 80 per cent of posts. Compared to last year, this percentage represents a 23 per cent increase.⁸

e. Seconded Posts in the Secretariat, Institutions and Field Operations

As denoted in the Secretary General's Annual Report, the seconded staff positions within the Secretariat, Institutions, and Field Operations are not classified and therefore not included in the standard system of grading. In 2013, 406 staff members, 44 less than in 2012, were seconded by 44 participating States of the OSCE.

Surprisingly, when evaluating the gender balance of seconded positions by country, Iceland, Japan, and Switzerland fall in the same category as Tajikistan, Kyrgyzstan, Belarus, and Malta, with zero female representation among seconded staff. This is in stark contrast to countries such as Latvia, Croatia, Armenia, and Romania, whose representatives are entirely female.

Italy, Spain, Austria, and the United States of America have seconded the largest number of female staff in 2013, with the numbers varying from 23 women for the USA to 9 for Spain and Austria.

Overall, there is a 37 per cent female representation within the seconded staff of the OSCE, which constitutes a two per cent decrease from the previous reporting year.⁹

⁸ See Table 7 in Annexes

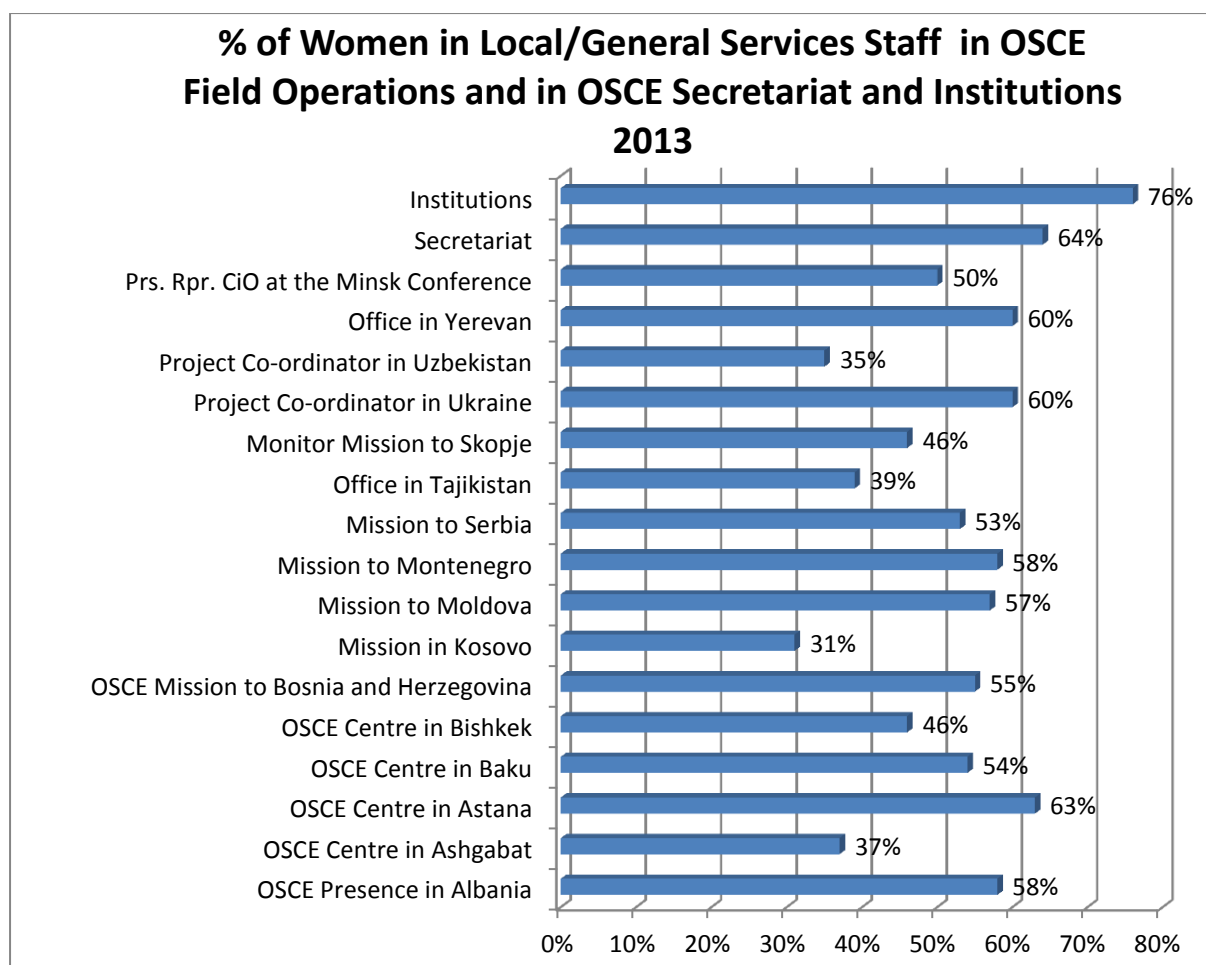
⁹ See Table 8 in Annexes

f. Field Operations: Gender Balance of Local Staff

The number of locals staffing field operations varies according to the size of the operation and its mandate. The OSCE Mission to Kosovo continues to be the largest staffed field operation within the OSCE with 424 local staff. 31 per cent of the overall workforce of the OSCE Mission to Kosovo is female. Although this constitutes a one per cent increase since the last reporting period, this percentage remains the lowest of local female staff within a field operation.

With 189 women (55 per cent) out of 346 local staff, the OSCE Mission to Bosnia and Herzegovina, the second largest field operation, is well-balanced in terms of gender distribution.

However, in addition to the OSCE Mission in Kosovo, the presences in Ashgabat, Bishkek, Tajikistan, Skopje and Uzbekistan need to make additional efforts to balance their local staff numbers gender-wise.



g. Gender in OSCE Documents

Annually, the Secretary General of the OSCE presents the Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. The reports provided by the OSCE field operations in 2013 show that efforts continue to be taken to mainstream gender perspectives in projects across all three dimensions. However, as in previous years, the initiatives to integrate a gender perspective in projects were observed primarily in the human dimension of the OSCE's work. Nonetheless, a growing number of field operations have focused on integrating a gender perspective in the second and first dimensions.

Most of the results achieved in countries hosting field operations are linked to the adoption of legislative frameworks on gender equality, implementation of existing frameworks, promotion of participation of women as candidates for elective office and support for prevention of violence against women.

III. Gender in the OSCE PA

During the Vilnius Annual Session 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 Parliamentary Assembly adopted a resolution on "Women's representation at the OSCE Parliamentary Assembly" calling on national parliaments to improve the representation of women in the OSCE PA national delegations.

The Resolution noted with concern that as of February 2011, 17 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 MPs only 73 (23.7%) were women.

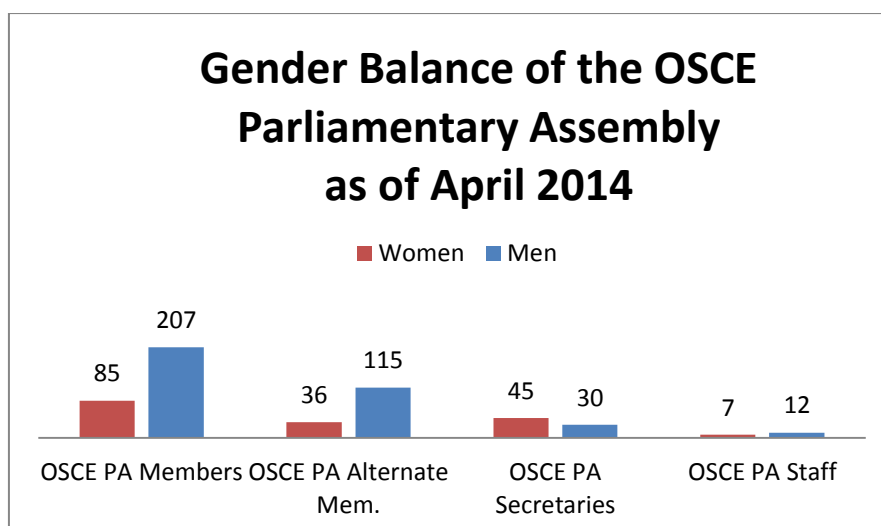
Since then, positive efforts have been made by the national delegations to improve gender balance within the Parliamentary Assembly, though not all countries are in compliance yet.

a. Member Directory Statistics¹⁰

As of February 2014, there is an overall male majority within the OSCE Parliamentary Assembly, with 365 men and 173 women (32 per cent).¹¹

¹⁰ The OSCE PA Member Directory is available on request from the International Secretariat.

¹¹ See Table 10. Provided numbers include OSCE PA Members, Alternate Members, Secretaries and Staff.



The majority of regular Members of the OSCE PA (71 per cent) and Alternate Members (76 per cent) are men, holding a combined number of 322 out of 443 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 from 23.7 to 29 per cent over the last three years.

Women outnumber men within the Secretaries sector. Among the OSCE PA Secretaries of Delegations, 45 out of 75 are women; representing a 60 to 40 per cent gender distribution.¹²

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 in which men are the only incumbents. The number dropped from 17 in 2011 to 10 in 2012 and 2013, and 9 in 2014.¹³

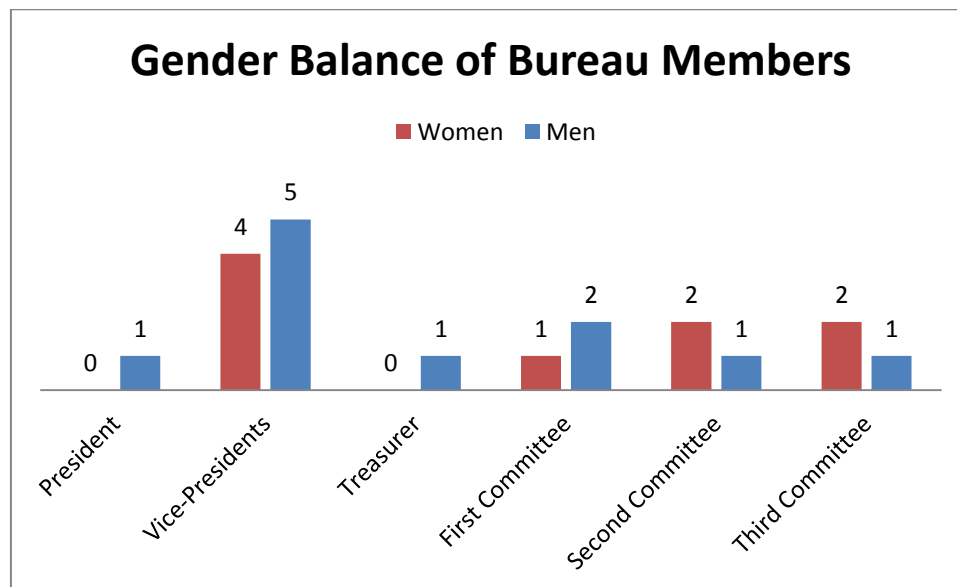
¹² See Table 10 in Annexes

¹³ No data was available for Turkmenistan and Uzbekistan

15 women¹⁴ are currently heading the national delegations, which represents a 4 per cent improvement compared to 2013.

c. Gender in the Assembly Bureau

The Bureau is composed of the President, nine Vice-Presidents, the Treasurer and the President Emeritus, as well as three Officers of each of the General Committees. The Bureau is currently comprised of 20 members— 9 of whom are female— providing for a 55 per cent to 45 per cent ratio in favor of men. These numbers comply with the targeted goal of 30 per cent established in 2011 by the OSCE PA’s Special Representative on Gender Issues, Dr. Hedy Fry.¹⁵



¹⁴ No data was available for Bosnia and Herzegovina, the Netherlands, Turkmenistan and Uzbekistan.

¹⁵ See Address by Dr. Hedy Fry, Special Representative on Gender Issues to the OSCE Parliamentary Assembly, 10th Winter Meeting, 24-25 February 2011. Vienna, Austria

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

The statistics regarding female Presidents and Vice-Presidents have improved since the previous reporting year. There are currently four female Vice-Presidents, Isabel Pozuelo (Spain), Doris Barnett (Germany), Vilija Aleknaite Abramikiene (Lithuania), and Walburga Habsburg Douglas (Sweden).¹⁶

e. Officers of the OSCE PA General Committees

The overall gender balance of the General Committees has shifted since the last reporting period. Out of 9 committee officer posts, 5 are currently held by women.

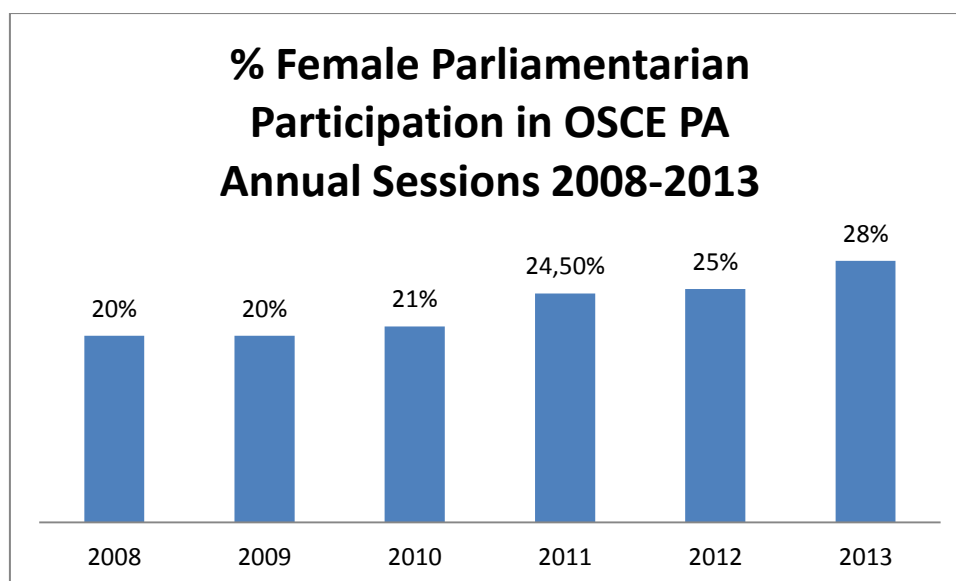
f. Participation in the OSCE PA Meetings

The following charts show the general attendance at the OSCE PA's Meetings and the percentage of female Members of Parliament who participated.

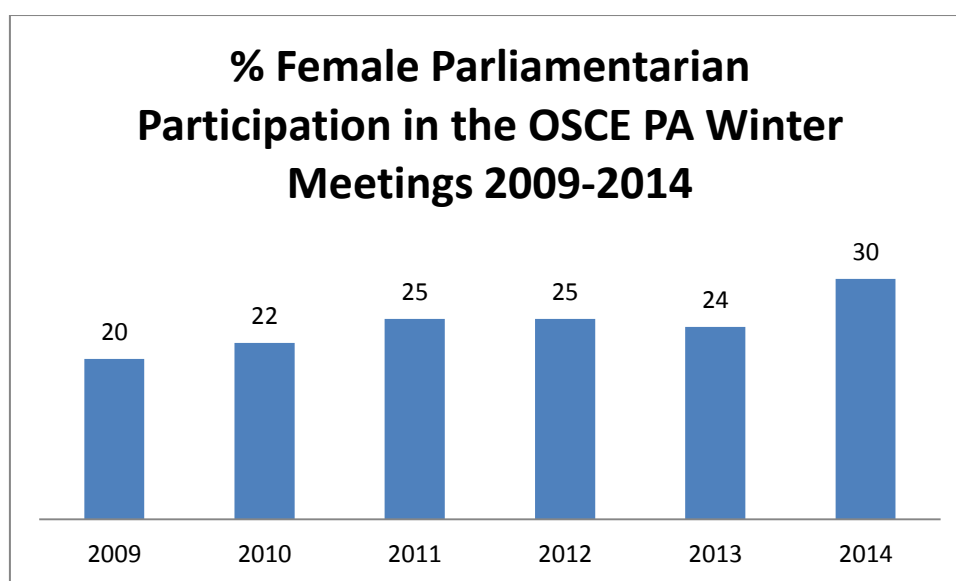
The 2013 Annual Session observed an increase in female participation compared to the previous reporting period (from 25 to 28 per cent). Over the last six years, the numbers have leaped from 17 per cent in 2007 to 28 per cent in 2013.¹⁷

¹⁶ See Table 11 in Annexes

¹⁷ See Table 12 in Annexes



The overall percentage of female participation in the OSCE Winter Meetings has increased as well,¹⁸ with the 2013 Winter Meeting seeing the highest number of female participants in the last ten years (30 per cent).¹⁹

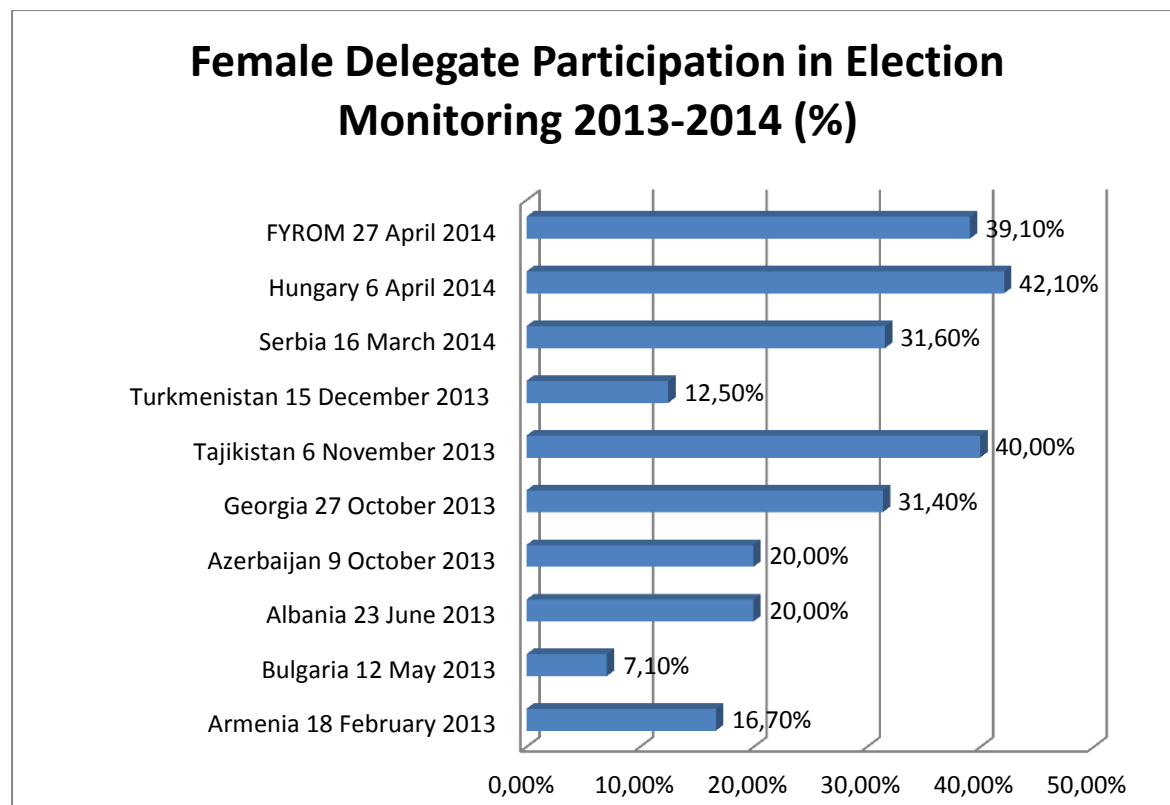


¹⁸ See Table 13 in Annexes

¹⁹ See OSCE PA Gender Balance Report; July 2013 and OSCE PA Gender Report, July 2013.

g. Participation in the OSCE PA Election Monitoring 2012-2013²⁰

The graph below shows the Assembly's female Members' participation in election observations missions over the 2012-2013 period²¹:



The figures concerning female participation in OSCE PA election monitoring show that over the 2013-2014 period the highest number of women participated in election monitoring in Hungary (42.1 per cent), Tajikistan (40 per cent) and in the Former Yugoslav Republic of Macedonia (39.1 per cent). The calculations exclude Staff of Delegation and Secretariat personnel.

The average female participation in election observation for the 2013-2014 period is 26.1 per cent, which represents an almost 10 per cent increase compared to the previous reporting

²⁰ In the graph below “FYROM” refers to “Former Yugoslav Republic of Macedonia”.

²¹ See Table 14. Calculations for female participation were done excluding Staff of delegations and the International Secretariat.

period. However, women are slightly underrepresented in the election observation leadership category. Out of the 10 election observations listed, four - Azerbaijan, Tajikistan, Hungary and the Former Yugoslav Republic of Macedonia - were led by a female Head of Delegation.

h. Permanent Staff of the OSCE PA International Secretariat

The permanent staff of the OSCE PA International Secretariat, including the Vienna Liaison Office, is comprised of 19 individuals of whom 7 are women. The two appointed Deputy Secretaries General are men. The current office of the OSCE PA Secretary General is also held by a man.

i. The International Research Fellowship Programme

The International Secretariat of the OSCE Parliamentary Assembly has a Research Fellowship Programme in which it engages graduate students for a period of six-months each to gain practical experience in the field of international affairs.

There are currently four research fellows working at the International Secretariat in Copenhagen, and three in the Vienna Liaison Office— four women and three men.

j. Female Representation in National Parliaments of OSCE Countries

According to the data provided by the Inter-Parliamentary Union, overall female representation in national parliaments of OSCE countries has decreased since the last reporting period. If in 2013 the OSCE countries were ranked between 2 and 118 (on the global scale), the 2014 rankings show a regression by 5 points (rankings between 2 and 124).

Within the OSCE participating States, those with the least amount of female representation within national parliaments are Hungary with only 9.4 per cent of women parliamentarians

within its “Lower or single House”, as well as Ukraine, Armenia, Georgia, and Cyprus, all of which maintain a ratio of between 9.7 and 12.5 per cent.²²

Collectively, female representation among national Parliaments within the OSCE region is 24.4 per cent, combining Upper House or Senate and Single or Lower House parliamentarians. The number drops to 23.2 per cent if the Nordic countries are excluded.²³

IV. Annexes

Table 1

Post Distribution of Staff in the OSCE 2013				
Category	Men	Women	Total	% Women
General Service Staff	766	659	1568	42%
Professional Staff	447	412	859	48%
Management	97	49	146	34%
Total	1310	1120	2430	46%
Post Distribution of Staff in the OSCE 2012				
Category	Men	Women	Total	% Women
General Service Staff	839	729	1568	46%
Professional Staff	483	436	919	47%
Management	104	45	149	30%
Total	1426	1210	2636	46%

Note: figures as of May 2012 and May 2013 respectively

²² See Table 15

²³ See Table 16

Table 2

Post Distribution of the OSCE Staff, in OSCE Secretariat, Institutions and Field Operations 2013				
Secretariat and Institutions Staff				
Category	Men	Women	Total	% Women
General Service Staff	88	179	267	67%
Professional Staff	140	101	241	42%
Higher Management	24	14	38	37%
Total	252	294	546	54%
Field Operations Staff				
Category	Men	Women	Total	% Women
General Service Staff	678	480	1158	41%
Professional Staff	307	311	618	50%
Higher Management	73	35	108	32%
Total	1058	826	1884	44%
Grand Total	1310	1120	2430	46%

Note: figures as of 1 May 2013

Table 3

Post Distribution of Seconded Female Staff in the OSCE Field Operations 2013				
Category	S1	S2	S3	S4
OSCE Mission to Bosnia and Herzegovina	13	5	5	0
OSCE Mission to Kosovo	21	18	5	1
OSCE Mission to Skopje	6	3	3	1
Grand Total	40	26	13	2

Note: figures as of 1 May 2013

Table 4

Post Distribution in the OSCE Secretariat 2013											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	SG	P+ in%	Total	Total in %
Women	122	64%	14	37%	54	0	2	0	40%	190	52%
Men	68	36%	24	63%	80	2	4	1	60%	172	48%
Total	190	100%	38	100%	134	2	6	1	100%	362	100%
Post Distribution in the OSCE Secretariat 2012											
Category	G1-	G in %	S	S in	P1-P5	D1	D2	SG	P+	Total	Total

	G7			%					in%		in %
Women	122	65%	13	30%	53	0	2	0	40%	190	51%
Men	67	35%	30	70%	77	2	4	1	60%	181	49%
Total	189	100%	43	100%	130	2	6	1	100%	371	100%

Note: figures as of 1 May 2012 and 1 May 2013 respectively

Table 5

Post Distribution in the Office for Democratic Institutions and Human Rights 2013											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	42	68%	6	55%	31	0	0	0	52%	79	59%
Men	20	32%	5	45%	29	1	0	1	48%	54	41%
Total	62	100%	11	100%	60	1	0	1	100%	133	100%
Post Distribution on the Office for Democratic Institutions and Human Rights 2012											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	42	71%	9	75%	26	0	0	0	46%	77	60%
Men	17	29%	3	25%	29	1	0	1	54%	51	40%
Total	59	100%	12	100%	55	1	0	1	100%	128	100%

Note: figures as of 1 May 2012 and 1 May 2013 respectively

Table 6

Post Distribution in the Office of the High Commissioner on National Minorities 2013											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	10	100%	3	60%	3	1	0	0	23%	16	57%
Men	0	0%	2	40%	10	0	0	1	77%	12	43%
Total	10	100%	5	100%	13	1	0	1	100%	28	100%
Post Distribution in the Office of the High Commissioner on National Minorities 2012											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in%	Total	Total in %
Women	10	100%	3	40%	4	1	0	0	33%	18	60%
Men	0	0%	2	60%	9	0	0	1	67%	12	40%
Total	10	100%	5	100%	13	1	0	1	100%	30	100%

Note: figures as of 1 May 2012 and 1 May 2013 respectively

Table 7

Post Distribution in the Office of the Representative on Freedom of the Media 2013											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in %	Total	Total in %
Women	3	100%	0	0%	4	0	0	1	80%	7	62%
Men	0	0%	4	100%	1	1	0	0	20%	5	42%
Total	3	100%	4	100%	5	1	0	1	100%	12	100%
Post Distribution in the Office of the Representative on Freedom of the Media 2012											
Category	G1-G7	G in %	S	S in %	P1-P5	D1	D2	Head of Inst.	P+ in %	Total	Total in %
Women	3	100%	2	50%	3	0	0	1	57%	9	62%
Men	0	0%	2	50%	2	1	0	0	43%	5	36%
Total	3	100%	4	100%	5	1	0	1	100%	14	100%

Note: figures as of 1 May 2012 and 1 May 2013 respectively

Table 8

Seconded Staff in the OSCE Secretariat, Institutions and Field Operations by Seconding Country and Sex 2013				
Seconding Authority	% Women	Men	Women	Total Seconded Staff
1. United States of America	40%	35	23	58
2. Italy	40%	24	16	40
3. Spain	60%	6	9	15
4. Austria	56%	7	9	16
5. France	42%	11	8	19
6. United Kingdom	32%	17	8	25
7. Germany	25%	24	8	32
8. Croatia	100%	0	6	6
9. Greece	80%	1	4	5
10. Bosnia and Herzegovina	50%	4	4	8
11. Czech Republic	40%	6	4	10
12. Canada	36%	7	4	11
13. Sweden	31%	9	4	13
14. Slovakia	75%	1	3	4
15. Georgia	50%	3	3	6

16. Finland	50%	3	3	6
17. Poland	38%	5	3	8
18. Bulgaria	33%	6	3	9
19. Hungary	30%	7	3	10
20. Armenia	100%	0	2	2
21. Estonia	67%	1	2	3
22. Ukraine	50%	2	2	4
23. Moldova, Republic of	33%	4	2	6
24. Norway	25%	6	2	8
25. Macedonia, The Former Yugoslav Republic of	22%	7	2	9
26. Romania	100%	0	1	1
27. Latvia	100%	0	1	1
28. Portugal	50%	1	1	2
29. Montenegro	50%	1	1	2
30. Serbia	50%	1	1	2
31. Kazakhstan	50%	1	1	2
32. Slovenia	33%	2	1	3
33. Netherlands	33%	2	1	3
34. Denmark	33%	2	1	3
35. Russian Federation	8%	11	1	12
36. Turkey	8%	12	1	13
37. Ireland	7%	13	1	14
38. Iceland	0%	1	0	1
39. Japan	0%	1	0	1
40. Belarus	0%	2	0	2
41. Belgium	0%	1	0	1
42. Kyrgyzstan	0%	1	0	1
43. Malta	0%	1	0	1
44. Tajikistan	0%	1	0	1
45. Switzerland	0%	5	0	5
Grand Total	37%	255	149	406

Note: figures as of 1 May 2013

Table 9

Gender Balance of Local Staff in OSCE field operations and General Services Staff in the OSCE Secretariat and Institutions 2013					
Field Operation	Women	In %	Men	In %	Total
OSCE Presence in Albania	33	58%	24	42%	57
OSCE Centre in Ashgabat	7	37%	12	63%	19
OSCE Centre in Astana	15	63%	9	38%	24

OSCE Centre in Baku	13	54%	11	46%	24
OSCE Centre in Bishkek	41	46%	48	54%	89
OSCE Mission to Bosnia and Herzegovina	189	55%	157	45%	346
OSCE Mission in Kosovo	132	31%	292	69%	424
OSCE Mission to Moldova	21	57%	16	43%	37
OSCE Mission to Montenegro	18	58%	13	42%	31
OSCE Mission to Serbia	58	53%	52	47%	110
OSCE Office in Tajikistan	50	39%	78	61%	128
OSCE Spillover Monitor Mission to Skopje	51	46%	60	54%	111
OSCE Project Co-ordinator in Ukraine	25	60%	17	40%	42
OSCE Project Co-ordinator in Uzbekistan	6	35%	11	65%	17
OSCE Office in Yerevan	24	60%	16	40%	40
Personal Repr. Of the CiO on the Conflict dealt with by the Minsk Conference	5	50%	5	50%	10
Secretariat	122	64%	68	36%	190
Institutions	55	76%	17	24%	72
Grand Total	865	49%	906	51%	1771

Note: figures as of 1 May 2013

Table 10

OSCE Parliamentary Assembly as of February 2014					
Category	Women	In %	Men	In %	Total
OSCE PA Members	85	29%	207	71%	292
OSCE PA Alternate Members	36	24%	115	76%	151
OSCE PA Secretaries	45	60%	30	40%	75
OSCE PA Staff	7	37%	12	63%	19
Grand Total	173	32%	364	68%	537

Note: figures as of 10 February 2014. Representatives of the Holy See not included in the figures. Data for Turkmenistan and Uzbekistan included to the extent available.

Table 11

Gender Balance of Bureau Members as of May 2014			
Category	Women	Men	Total
President	0	1	1

Vice-Presidents	4	5	9
Treasurer	0	1	1
First Committee	1	2	3
Second Committee	2	1	3
Third Committee	2	1	3
Grand Total	9	11	20

Note: figures as of May 2014.

Table 12

Parliamentarian Participation in the OSCE PA Annual Sessions (2008-2013)						
Category	2008	2009	2010	2011	2012	2013
Women	45	43	50	55	61	68
Men	182	170	186	169	185	179
% Women	20	20	21	24,5	25	28
Grand Total	227	213	236	224	246	247

Note: figures were calculated using only Members and Alternate members of country delegations. Staff of Delegations, the OSCE PA and the OSCE Secretariats, Observers, Guests, International Parliamentary Organizations and Partners for Co-operation were excluded from these calculations.

Table 13

Parliamentarian Participation in the OSCE PA Winter Meeting						
Category	2009	2010	2011	2012	2013	2014
Women	48	49	58	60	50	64
Men	192	174	172	180	159	151
% Women	20	22	25	25	24	30
Grand Total	240	223	230	240	209	215

Note: figures were calculated using only Members and Alternate members of country delegations. Staff of Delegations, the OSCE PA and the OSCE Secretariats, Observers, Guests, International Parliamentary Organizations and Partners for Co-operation were excluded from these calculations.

Table 14

OSCE PA Election Monitoring 2013-2014	MPs	Women	% of women
Armenia 18 February 2013	18	3	16.7%
Bulgaria 12 May 2013	14	1	7.1%
Albania 23 June 2013	35	7	20%
Azerbaijan 9 October 2013	15	3	20%

Georgia 27 October 2013	51	16	31.4%
Tajikistan 6 November 2013	25	10	40%
Turkmenistan 15 December 2013	8	1	12.5%
Serbia 16 March 2014	38	12	31.6%
Hungary 6 April 2014	38	16	42.1%
Former Yugoslav Republic of Macedonia 27 April 2014	23	9	39.1%

Note: figures as of 22 May 2014

Table 15

Women in Parliament in OSCE countries										
Global Rank	Country	Lower or single House			Upper House or Senate			Women OSCE PA Delegate Members		
		Seats	Women	%	Seats	Women	%	Members	Women	%
2	Andorra	28	14	50.00 %	---	---	---	2	2	100%
4	Sweden	349	157	45.00 %	---	---	---	8	5	63%
8	Finland	200	85	42.50 %	---	---	---	6	2	33%
11	Belgium	150	62	41.30 %	71	28	39.4%	8	6	75%
12	Iceland	63	25	39.70 %	---	---	---	3	1	33%
12	Spain	350	139	39.70 %	266	89	33.5%	10	1	10%
13	Norway	169	67	39.60 %	---	---	---	6	2	33%
15	Denmark	179	70	39.10 %	---	---	---	6	4	67%
16	Netherlands	150	58	38.70 %	75	27	36 %	8	2	25%
21	Germany	631	230	36.50 %	69	19	27.5%	13	4	31%
24	Former Yugoslav Republic of Macedonia	123	42	34.10 %	---	---	---	3	1	33%
26	Slovenia	90	30	33.30 %	40	3	7.5 %	3	1	33%
27	Austria	183	59	32.20 %	62	18	29.0%	6	3	50%
30	Italy	630	198	31.40 %	317	92	29.0%	13	3	23%
31	Portugal	230	72	31.30 %	---	---	---	6	3	50%
33	Switzerland	200	62	31.00 %	46	9	19.6%	6	3	50%
37	Luxembourg	60	17	28.30 %	---	---	---	5	1	20%
44	Belarus	109	29	26.60 %	57	20	35.1%	6	3	50%
46	Turkmenistan	125	33	26.40	---	---	---	3	N/A	N/A

				%						
47	France	577	151	26.20 %	347	78	22.5%	13	1	8%
53	Kazakhstan	115	29	25.50 %	47	3	6.4 %	6	2	33%
54	Canada	307	77	25.10 %	96	38	39.6%	6	2	33%
55	Latvia	100	25	25.00 %	---	---	---	3	1	33%
56	Bulgaria	240	59	24.60 %	---	---	---	5	1	20%
57	Poland	460	112	24.30 %	100	13	13.0%	8	2	25%
58	Lithuania	141	34	24.10 %	---	---	---	3	1	33%
60	Croatia	151	36	23.80 %	---	---	---	3	2	67%
62	Kyrgyzstan	120	28	23.30 %	---	---	---	3	1	33%
64	United Kingdom	650	147	22.60 %	779	182	23.4%	12	2	17%
67	Uzbekistan	150	33	20.00 %	100	15	15.0%	3	N/A	N/A
69	Bosnia and Herzegovina	42	9	21.40 %	15	2	13.3%	3	0	0%
70	Greece	300	63	21.00 %	---	---	---	6	0	0%
71	Monaco	24	5	20.80 %	---	---	---	2	0	0%
74	Albania	140	28	20.00 %	---	---	---	3	1	33%
74	Liechtenstein	25	5	20.00 %	---	---	---	2	2	100%
76	Czech Republic	200	39	19.50 %	81	14	17.3%	6	1	17%
79	Estonia	100	19	19.00 %	---	---	---	3	1	33%
81	Republic of Moldova	101	19	18.80 %	---	---	---	3	1	33%
82	Slovakia	150	28	18.70 %	---	---	---	4	0	0%
84	San Marino	60	11	18.30 %	---	---	---	2	1	50%
84	United States of America	432	79	18.30 %	100	20	20.0%	7	0	0%
91	Tajikistan	63	10	15.90 %	34	4	11.8%	3	N/A	N/A
93	Ireland	166	26	15.70 %	60	19	31.7%	6	2	33%
94	Azerbaijan	122	19	15.60 %	---	---	---	3	2	67%
96	Mongolia	74	11	14.90 %	---	---	---	2	1	50%

97	Montenegro	81	12	14.80 %	---	---	---	3	0	0%
98	Turkey	548	79	14.40 %	---	---	---	8	1	13%
99	Malta	70	10	14.30 %	---	---	---	3	0	0%
101	Russian Federation	450	61	13.60 %	163	13	8.0 %	14	2	14%
102	Romania	407	55	13.50 %	176	13	7.4 %	7	2	29%
109	Cyprus	56	7	12.5 %	---	---	---	3	0	0%
111	Georgia	150	18	12.00 %	---	---	---	3	0	0%
117	Armenia	131	14	10.70 %	---	---	---	3	0	0%
122	Ukraine	442	43	9.70 %	---	---	---	8	2	25%
124	Hungary	384	36	9.40 %	---	---	---	6	1	17%
--	Serbia ²⁴	250	--	--	---	---	---	4	2	50%

Note: figures obtained from <http://www.ipu.org/wmn-e/classif.htm> (situation as of 1 April 2014)

Table 16

Women in Parliament in OSCE Countries			
Category	Single House or Lower House	Upper House or Senate	Both Houses combined
Europe - OSCE member countries including Nordic countries	24.90%	22.80%	24.40%
Europe - OSCE member countries excluding Nordic countries	23.20%	22.80%	23.31%

Note: figures obtained from <http://www.ipu.org/wmn-e/classif.htm> (situation as of 1 April 2014)

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²⁴ Figures for Serbia have not yet been updated since the most recent elections.