



CHANGE Project

Capitalizing on the Human Dimension Mandate to Advance Gender Equality

Launched in 2021, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) CHANGE project employs a transformative approach to promoting gender equality, women's human rights and safety. It integrates a broad range of elements from across ODIHR's mandate to address obstacles to achieving gender equality. The project addresses issues relevant across the OSCE region, laying the foundation for long-term change at national level by engaging with democratic institutions, the security sector, civil society, political leaders, human rights defenders and under-represented groups. The countries currently benefiting from tailored support are Georgia, North Macedonia, Poland and Uzbekistan.

Gender equality is fundamental to human rights and is a key element of comprehensive security and sustainable democracy. OSCE participating States have made extensive commitments to advancing gender equality, recognizing it as essential for peaceful, secure and inclusive societies. See, for example, the [1991 Moscow Document](#), the [2004 OSCE Action Plan for the Promotion of Gender Equality, Ministerial Council Decision No. 7/09 on Women's Participation in Political and Public Life](#), and [Ministerial Council Decision No. 4/18 on Preventing and Combating Violence Against Women](#).

ODIHR supports OSCE participating States in implementing these commitments by strengthening institutions, addressing discriminatory laws and policies, and promoting women's full and equal participation in political and public life.

CHANGE operates at three levels — individual, collective, and institutional — to advance gender equality and address violence against women (VAW), recognizing that sustainable change in behaviour and practices can only be achieved by addressing the issue from multiple angles and engaging diverse stakeholders. The project not only helps states to address systemic inequalities but also amplifies the voices of women from under-represented groups, while engaging men as allies in building a more inclusive and democratic future.

At the **individual level** the project is designed to equip men and women with skills and abilities to challenge negative attitudes toward women's leadership and empowerment. At the **collective level** the goal is to support civil society, women's networks and human rights defenders in their advocacy for better gender policies. At the **institutional level** the project aims to encourage democratic institutions, the security sector and the judiciary to adopt gender-sensitive policies and practices.

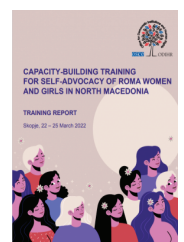
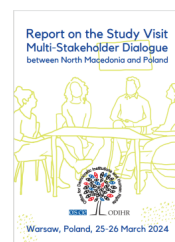
Individual level

- The project empowers civil society leaders, human rights defenders working on gender issues (including gender-based violence and discrimination), faith community leaders, youth leaders, people with disabilities, parliamentarians, politicians and members of Roma and Sinti communities, both women and men.
- For example, the project has worked with young women active in politics from Georgia, North Macedonia, Poland and Uzbekistan, equipping them to lead the drive for gender equality in their countries. Roma women in North Macedonia and Poland were trained in self-advocacy, and Roma men and leaders from religious and traditional communities were supported to engage in promoting gender equality and stand up to VAW.
- In Poland, both women and men now have open access to the **Flying Academy**, the first e-Learning platform on gender equality and human rights in Polish. The platform provides interactive learning modules to strengthen the understanding of fundamental rights, promote inclusive policies, and support OSCE commitments on gender equality.

Collective level

- The CHANGE Transnational Network, established under the project, brings together human rights defenders and civil society actors from Georgia, North Macedonia and Poland to prevent, monitor, address and reverse gender equality backsliding, while advocating for consistent implementation of gender equality policies at the national and international level.
- CHANGE fosters collaboration with religious and belief communities to address VAW and encourage men's active engagement as allies in gender equality efforts.

Resources



- The project facilitates a wide range of dialogue initiatives in Poland and North Macedonia, aimed at strengthening cooperation between democratic institutions and civil society. It encourages inclusive dialogue, ensuring that men actively support gender equality and that women from under-represented groups, particularly Roma women, have a platform to speak.

Institutional level

- CHANGE provides expert guidance to political actors on institutional solutions for preventing and addressing violence against women in politics, both online and offline.
- In North Macedonia, training provided on VAW has directly contributed to the creation of the country's Gender Action Plan, and work is underway on preparing a parliamentary Code of Conduct.

The CHANGE project will continue to drive policy development, institutional engagement and advocacy to ensure OSCE participating States work towards sustainable progress on gender equality, through:

- Strengthening transnational networks to promote gender inclusiveness and pluralism;
- Countering gender equality backsliding by monitoring, addressing and reversing setbacks in gender equality;
- Engaging men as allies in promoting gender equality and preventing violence against women;
- Combating violence against women in politics, both online and offline;
- Facilitating dialogue among diverse stakeholders, including religious and belief communities, gender advocates, democratic institutions, and civil society, to foster inclusive and constructive discussions on gender equality.

EMBRACE
CHANGE
FOR GENDER EQUALITY



**OSCE Office for
Democratic Institutions
and Human Rights**

Miodowa 10, 00-251
Warsaw, Poland
Tel.: +48 22 520 0600
Fax: +48 22 520 0605
E-mail: office@odih.org.pl
www.osce.org/odih

Follow ODIHR



Project Duration: 1 June 2022 to 31 March 2027

Project Budget: 3.19 million euro, funded by the Czech Republic, Germany, Finland, France, Italy, Norway, Slovenia, Spain, Sweden, United Kingdom and the United States of America.

For further information please see
<https://www.osce.org/odih.change>