

Democracy and Human Rights in the OSCE

OSCE Office for Democratic Institutions and Human Rights Annual Report



2024



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Institutions and Human Rights
Annual Report

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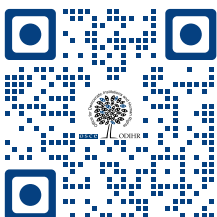
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ODIHR Director's foreword



The OSCE's unique concept of security recognizes that sustainable security both between and within states is only possible when human rights and democratic principles are respected. In another challenging year, ODIHR continued its work to support countries across the OSCE region in strengthening democratic institutions and the rule of law, as well as respect for the rights and fundamental freedoms of every individual.

A priority remained our work with Ukraine, whose civilians have continued to suffer since the invasion by the Russian Federation more than three years ago. ODIHR has been on the ground in Ukraine since shortly after the war began, monitoring violations of international law and their impact on civilians and prisoners of war. By the end of 2024, we had conducted almost 500 interviews with survivors and witnesses of violations — and this work will continue for as long as necessary.

Another key aspect of our work has been supporting Ukraine in its efforts to ensure respect for the right to a fair trial through training and targeted guides. Through its diverse palette of activities and support to Ukraine, ODIHR is strengthening the country's democratic institutions and civil society to move forward, and at the same time, enhancing efforts towards ensuring accountability for violations of international law.

In 2024, ODIHR passed another milestone when we celebrated twenty years of providing legislative assistance to states across the OSCE region. We have now published more than 500 legal reviews, helping to make legal reform human rights-compliant by suggesting concrete recommendations for improvement.

2024 was also a year of elections worldwide, and was therefore a particularly busy one for ODIHR's election observation. ODIHR played an important role in safeguarding electoral integrity across the OSCE region, carrying out comprehensive and impartial observations and making recommendations to support participating States in refining their electoral frameworks and addressing democratic challenges.

Equality is the cornerstone of a just society, and ODIHR has been working for many years to increase gender

equality across the OSCE region. National parliaments are democratic institutions like no other, and last year ODIHR continued to work with parliaments in the region to advance gender equality, ensuring that our members of parliament and their work to develop and vote on laws represent the diverse needs and interests across our societies.

As a bridge-builder between states and civil society as well as the many diverse communities around the OSCE region, ODIHR continued to forge partnerships that strengthen all sides and help us to find solutions in difficult times. Our activities to foster dialogue between different ethnic and faith communities, as well as bringing Roma civil society together with state authorities to strengthen human rights protection, are prime examples of this work. It is only with the full commitment of political leaders to consult, cooperate and take principled decisions in times of uncertainty that public trust in democratic institutions can be renewed and strengthened.

Of course, protecting human rights is practice as well as theory. To help understand how human rights monitoring works and ensure that human rights defenders can keep themselves safe when carrying out their important work, ODIHR developed Starlight Stadium, an online game that provides a safe space to learn about the risky activities of human rights defenders, who work each day to protect our rights. The game is available in English, Ukrainian and Russian, and I can wholeheartedly recommend it.

The OSCE commitments remain the source of ODIHR's mandate, and its work in all these areas is the bedrock of the high esteem in which the Office is held in the vast majority of OSCE countries. As a young lawyer I was present at the formulation of many of these key commitments to uphold democratic standards, the rule of law and human rights, and as ODIHR's new Director I am proud to continue the work of my predecessors in helping strengthen these principles across our diverse region. ODIHR's creation is an acknowledgement that none of us, however powerful, can tackle global challenges alone.

Maria Telalian, ODIHR Director

Overview

For more than three decades now, ODIHR has provided support, assistance and expertise to OSCE states to promote and protect democracy, the rule of law, human rights and tolerance. 2024 was without doubt another challenging year for these principles across the OSCE area.

In addition, by providing advice and training for civil society and human rights defenders, ODIHR continued to help ensure that their voices were heard and their findings valued. As part of its activities to strengthen a safe and enabling environment for human rights defenders across the region, the Office continued to offer training to help them carry out their important work and keep themselves safe by developing inclusive, accessible and innovative learning tools.

The right to freedom of peaceful assembly protects the many ways in which people gather together in public. To date, ODIHR has observed 143 public assemblies across the region and has published six reports highlighting trends, challenges and positive practices on its findings. The growing demand for ODIHR's assembly monitoring training highlighted a need for an innovative approach, and in 2024 ODIHR launched an online course on independent monitoring of freedom of peaceful assembly, filling a major gap.

A highpoint of ODIHR's work to protect and promote the work of established and new human rights defenders in 2024 was the launch of Starlight Stadium, an online educational game for safely acquiring core skills for monitoring human rights. Significant

efforts were also made to enhance FreedomLab, ODIHR's online platform for human rights defenders, establishing it as a valuable resource.

With almost half the elections worldwide in 2024 taking place in the OSCE region, ODIHR played an important role in safeguarding the integrity of the electoral process and upholding democratic values. The Office deployed some 2,500 observers as part of its 15 observation activities across 32 states, including 20 EU countries for its assessment of the European Parliament elections. ODIHR also published a new edition of its handbook for observing the use of information and communication technologies in elections.

Inclusivity is key to all ODIHR's work. A central focus of ODIHR's work in 2024 was promoting inclusivity and equal representation in the electoral process, and ODIHR marked a milestone by appointing a person with a disability to lead an observation mission for the first time. These efforts reinforced ODIHR's commitment to making elections more accessible and ensuring that all voices are represented in the democratic process.

The inclusion and integration of migrants in OSCE countries is also an important area of ODIHR's work. Coordinated by ODIHR, the Academy on the Integration of Migrants and Refugees in Polish Cities brought together international and local partners to deliver tailored training courses to almost 150 participants from cities and towns across Poland. The Academy strengthened the skills

of local practitioners in supporting migrants and refugees while fostering collaboration and knowledge-sharing across Polish cities, and the positive feedback will lead to an extension of the programme in 2025.

Inclusion is also at the heart of ODIHR's work to increase and promote gender equality. ODIHR worked with parliaments across the OSCE region to increase gender equality in politics and the political participation of women, as well as improving parliamentary ethics. The Office also launched the first three parts of a new toolkit to advance gender equality in politics, with more planned in the coming year.

In 2024 ODIHR marked twenty years of legislative assistance and published its 500th legal review, responding to requests from almost 40 countries across the region. ODIHR's legal advice is regularly cited internationally, including in the case law of the European Court of Human Rights, the European Commission's Rule of Law Reports and the UN Special Rapporteurs' publications, further demonstrating the lasting influence of our work.

ODIHR's work to help states make their security sectors more human rights-compliant is at the heart of the OSCE's comprehensive security concept, which recognizes that respect for human rights is essential to ensure sustainable security. To help integrate human rights into the security sector, in 2024 the Office carried out training for detention monitors on protecting human rights while preventing terrorist

radicalization in prisons and on combating sexual and gender-based violence in detention.

Other activities at the nexus of human rights and security included the launch of ODIHR's belief, dialogue and security guide. This offers practical advice to states on how to support initiatives that bring differing faith and belief communities together, not only for dialogue, but also to take joint action in partnerships that foster greater respect for freedom of religion or belief and other human rights.

As the war in Ukraine passed its 1000th day, ODIHR continued to document the most serious violations of international law during the conflict. Over the course of seven monitoring missions, ODIHR monitors conducted more than 170 in-person interviews with survivors and witnesses in 2024. Together with remote monitoring, these interviews provided the basis for public reports on violations of international law in Ukraine, contributing in the future towards accountability for such violations.

The need to combat discrimination and hate crime in order to build tolerant societies remains a major area of ODIHR's work. In November, the Office released its annual data on hate crime in the OSCE region, emphasizing once more the importance of identifying the underlying bias motives of hate crimes in order to diminish the impact on victims and assist their recovery.

At the same time, the Office is working to combat racism and discrimination against Roma and Sinti communities across the OSCE area. Ongoing challenges are worsened by the shrinking space for civil society, with many organizations changing the scope of their work or having to close altogether, leaving critical gaps in the ability to address human rights violations. ODIHR therefore carried out a comprehensive analysis of current trends, with full findings and recommendations to be published in 2025.

Through these and all the other stories in this year's annual report, we once again illustrate the many ways in which ODIHR's work has a positive impact on people's lives and assists OSCE states in strengthening their democratic institutions and increasing respect for human rights. In this way, ODIHR helps to make the vast OSCE region more secure for everyone.

The impact stories are once again divided into three sections that cover ODIHR's mandate and illustrate the added value of the Office's initiatives to:

- Create strong democratic institutions based on rule of law to increase public trust;
- Support civil society to strengthen democracy and guarantee human rights and security; and
- Foster accessible, equal and inclusive societies free from discrimination and marginalization.

ODIHR structure and budget



<p>ODIHR employed</p> <p>146</p> <p>people on fixed term contracts, including:</p>		
<p>51</p> <p>men</p>	<p>95</p> <p>women</p>	<p>33</p> <p>nationalities</p>
<p>26</p> <p>of which were extra budgetary positions</p>	<p>70</p> <p>local staff</p>	<p>76</p> <p>international</p>

2024 Unified Budget provisional quarter and monthly allotments based on approved 2021

Direction and Policy	1,294,600
Fund Administration Unit	2,970,700
Human Dimension Meetings	603,000
Democratization	1,580,300
Human Rights	1,232,200
Elections	6,505,200
Tolerance and Non-Discrimination	1,418,200
Roma and Sinti	555,700
Total ODIHR Unified Budget	16,159,900
Augmentation	234,100
Supplementary Allocation to elections	397,300
Total Fund Resources	16,791,300

€7,635,067 Extrabudgetary actual expenditure

PART I

Creating strong democratic institutions based on rule of law to increase public trust

With widespread challenges to democracy and rule of law, backsliding on gender equality and inclusion, and the continued decline of public trust in democratic institutions in many parts of the OSCE region, ODIHR supports participating States in ensuring ethical and effective parliaments, an independent judiciary and genuinely democratic elections.

The following impact stories illustrate the wide variety of ways in which ODIHR helps to strengthen democratic institutions and make them more representative, accessible and trustworthy.



1.1

20 years of ODIHR legislative assistance

For two decades, ODIHR has played a pivotal role in advancing human rights-compliant legislation and in strengthening democratic lawmaking processes across the OSCE region. Since the establishment of its Legislative Support Unit in 2004, ODIHR has provided legislative assistance upon the request of nearly 40 countries in over 500 [legal reviews](#) and 14 [legislative process assessments](#). The number of new requests each year remains high and they come from a growing range of participating States from across the OSCE region. This work has strengthened the rule of law, worked against the trend towards democratic backsliding and improved legislative practices to help countries meet human rights standards, and rule of law and democratic principles.

Through its nine sets of [legislative guidelines](#) and legal reviews, ODIHR has addressed critical issues across the OSCE space. ODIHR legal reviews look not only at the content of laws, but also at the drafting and consultation process, which directly impacts the quality of the legislation. Twenty years ago, ODIHR also started assessing lawmaking systems and processes to identify entry points for improving elements of legislative processes, eventually to adopt better laws. By treating the legislative process as a cycle, from policy setting through to monitoring and evaluation, ODIHR's methodology promotes openness, transparency and inclusivity at every stage. Building on this experience, ODIHR's 2024 [Guidelines on Democratic Lawmaking for Better Laws](#) serve

Key areas of legislative assistance

Judicial independence and the rule of law

Geographical coverage of requests for legislative assistance

Armenia, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, Poland, Spain, Ukraine and Uzbekistan

Electoral and political party reform

Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Estonia, Georgia, Germany, Hungary, Kazakhstan, Kyrgyzstan, Lithuania, Malta, Moldova, Mongolia, Montenegro, North Macedonia, Norway, Poland, Serbia, Spain, Türkiye, Turkmenistan, Ukraine and Uzbekistan

Violence against women and anti-trafficking

Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Finland, Georgia, Germany, Kazakhstan, Kyrgyzstan, Moldova, Montenegro, Tajikistan, Turkmenistan and Ukraine

Restrictions to the right to freedom of association

Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Georgia, Hungary, Italy, Kazakhstan, Kyrgyzstan, Poland, Romania, Russian Federation, Tajikistan, Turkmenistan, Ukraine and Uzbekistan

Restrictions to the right to freedom of peaceful assembly

Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Poland, Serbia, Slovakia, Ukraine and Uzbekistan

Restrictions to the right to freedom of religion or belief

Albania, Armenia, Austria, Azerbaijan, Kazakhstan, Kyrgyzstan, North Macedonia, Montenegro, Russian Federation, Serbia, Tajikistan, Turkmenistan, Ukraine and Uzbekistan

National Human Rights Institutions legislation

Armenia, Bulgaria, Iceland, Italy, Kazakhstan, Kyrgyzstan, Lithuania, Moldova, Montenegro, Poland, Slovakia, Switzerland, Sweden, Ukraine and Uzbekistan

Anti-corruption and public integrity

Italy, Kyrgyzstan, Latvia, Moldova, Montenegro, North Macedonia, Slovenia, Ukraine and Uzbekistan



Polish Justice Minister Adam Bodnar, speaking at an ODIHR side event at the Warsaw Human Dimension Conference, 4 October 2024



ADAM BODNAR
Polish Minister of Justice

ODIHR’s legal reviews are of immense significance, particularly in the context of ongoing efforts to uphold the rule of law and ensure the integrity of the judicial system in Poland. Their thorough analysis and recommendations play a crucial role in informing policy decisions and legal reforms aimed at preserving the impartiality and effectiveness of our judiciary. ODIHR’s commitment to promoting judicial independence and integrity is evident in the quality and depth of their work and we are grateful for ODIHR’s expert guidance on such critical issues.”

2024 ODIHR Legislative Assistance

- Received 33 requests for assistance
- Finalized 26 legal reviews and assessments for 10 participating States (6 urgent) including:
 - Five reviews for Poland, including an urgent Opinion on the reform of the National Council of the Judiciary and an analysis of the proposed reform of the Constitutional Tribunal
 - Urgent Opinions connected to respect for fundamental freedoms, including: Draft Law on Transparency of Foreign Influence in Georgia; Public Security Bill in Italy; amendments to the Criminal Code in Cyprus aiming to re-criminalize defamation; and proposed amendments to restrict the exercise of the right to freedom of peaceful assembly in Slovakia
 - An Opinion advising against the removal of gender quotas in Georgia
- Support to structural reform in Moldova (parliamentary reform and integrity/ethics of MPs) and in Montenegro (electoral reform/political party legislation and regulatory reform)

20 Years of ODIHR legislative assistance

Since 2004, ODIHR has carried out more than **500** legal reviews at the request of **38** OSCE participating States

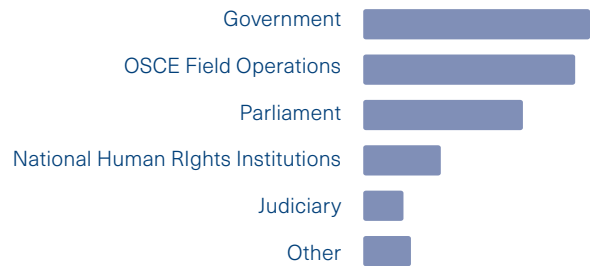
What topics did we cover?

% of requests overall



Who requested our legal reviews?

% of requests overall



*Fundamental freedoms such as religion or belief, assembly, association and expression.



as a practical toolkit for lawmakers, grounded in OSCE human dimension commitments and international human rights and rule of law standards.

This assistance has led to better-informed decision-making and improved legislative and policy options, and enhanced lawmaking overall. It has also often raised the level of public debate on complex human rights, democratic governance and rule of law issues. By focusing on the compliance of key legal reforms with OSCE commitments and human rights standards, ODIHR's reviews and assessments can foster enhanced dialogue between society, human rights defenders and legislative authorities.

The establishment of ODIHR's Legislative Support Unit 20 years ago was a milestone in the Office's development, enabling ODIHR to provide coherent, sustainable support to participating States. Today, ODIHR's legislative assistance is trusted by governments, parliaments, NHRIs and civil society across the region, with requests rising substantially in recent years. ODIHR's legal reviews and legislative guidelines are regularly cited in international and national forums, including in the caselaw of the European Court of Human Rights, the European Commission's Rule of Law Reports and the UN Special Rapporteurs' publications, further demonstrating the lasting influence of its work.



OSCE Mission to Bosnia and Herzegovina

Nadiya Sirenko, ODIHR Legislative Support Officer, presenting the ODIHR *Guidelines on Democratic Lawmaking for Better Laws* (2024) at the "Parliaments in Bosnia and Herzegovina and Citizens: Towards a successful partnership" event organized by the OSCE Mission to Bosnia and Herzegovina, Sarajevo, 5 December 2024

1.2

Listening to survivors

ODIHR's Ukraine Monitoring Initiative (UMI) has collected testimonies from witnesses of violations of international human rights law and international humanitarian law since the very early stages of the invasion by the Russian Federation in Ukraine and, by the end of 2024, had conducted 491 interviews. Throughout this time, the UMI team continued to refine its interviewing and data-collection methodology. Adapting to the ever-shifting conditions on the ground, while ensuring respect for fundamental monitoring principles at all times, makes interviewing witnesses a complex endeavour.

Each monitoring mission is based on the principle of 'do no harm'. This principle is of paramount importance and is the point of departure for all the mission's activities, beginning far ahead of a deployment. For example, ahead of missions UMI team members look for interview venues that ensure witnesses will come to a space that is private and guarantees confidentiality, is easily accessible, is comfortable and has an air raid shelter.

Next, the team contacts potential witnesses to verify their suitability for interview. As this is the first contact witnesses will have with a UMI representative, the team has a great responsibility to respect the 'do no harm' principle. They need to develop a rapport and trust with the witnesses swiftly, often over the telephone and hundreds of kilometres away.

UMI monitors come from different backgrounds, often multi-disciplinary, but all have experience in interviewing displaced people, victims of crimes

or members of vulnerable groups. Operating in a two-person team, with a lead interviewer and second interviewer/note taker, together with an interpreter, they conduct two interviews per day, using a trauma-informed approach. In the course of approximately nine consecutive days, monitors conduct more than 30 interviews, each lasting anywhere between one and seven hours.

All monitors aim to make witnesses feel safe, build trust, ensure they have ongoing informed consent, and to empower the witness. At the same time, the experience they have had is only one of the innumerable ways in which witnesses differ: their age and gender, background, psychological readiness and state of health, motivation and narrative skills, for example, all influence how an interview is conducted. The skill of the monitor lies in their ability to account for these differences.

The interviews give witnesses the opportunity to be listened to. Often, witnesses have not had a chance to tell their stories, even at a personal level with family or acquaintances. They often express their gratitude openly for having been given such an opportunity, with some commenting on how the interview has lifted a weight off their shoulders. One of the most satisfying developments is when a referral comes to the UMI team as a result of one person being interviewed and relaying that experience to others. While ODIHR's UMI has conducted nearly 500 interviews, it is not possible to interview all those who want to provide their testimony.



ANTONIO POLIMENI
Monitoring Team Leader

Our colleagues on the ground play a crucial role: it is no easy task to prepare a witness to come for interview with people they do not know, in a place they are not familiar with, and to speak about traumatic experiences. And it certainly takes an incredible amount of courage on the side of the witnesses to provide testimony. Due to the limited time we have on the ground, I am often asked, by the local team responsible for identifying potential witnesses for us, who to prioritize for interview. Personally, I dread this moment every time — it is not possible to say that one story matters more or less than another.”



OSCE/Marine Constant



OSCE/Marine Constant

Borodyanka, Ukraine, July 2022

Ukraine Monitoring Initiative

The Ukraine Monitoring Initiative (UMI) was set up in 2022 to monitor reported violations of international humanitarian law and international human rights law in the context of the war in Ukraine, and focuses on the most pressing issues impacting the lives of civilians and prisoners of war. During 2024, ODIHR conducted seven separate monitoring deployments to interview Ukrainian witnesses and survivors. During these deployments, fourteen monitoring teams interviewed 181 people about the violations they experienced or witnessed. Information collected through in-person interviews was complemented by remote monitoring, including verification of digital evidence.

ODIHR published the UMI's *Fifth* and *Sixth* Interim Reports in July and December respectively, providing OSCE participating States and the wider public with up-to-date and well-documented evidence of violations. The reports centred on specific issues focused on by witnesses and survivors during their interviews, giving prominence to their voices. They also contained updated recommendations aimed at preventing further violations.

ODIHR's Trauma-informed interviewing e-Learning course

ODIHR's Trauma-Informed Interviewing: Skills and Techniques for Monitors e-Learning course, available on [FreedomLab](#), in English, Russian and Ukrainian languages, has seen a steady rise in user engagement. Since its launch in mid-2023, 238 feedback forms have been submitted by registered users, while a far higher number of people have used the course without registering, demonstrating the ongoing impact of this course for human rights defenders working across the region.



FEEDBACK FROM REGISTERED COURSE USER IN 2024

My understanding of trauma-informed interviewing has improved significantly as a result of this training. It has deepened my ability to create a safe space for individuals to share their experiences and provided me with practical tools to navigate sensitive conversations with empathy and precision. This training has not only enhanced my professional skills but also reinforced the importance of approaching each interview with respect and awareness of the unique challenges faced by those who have experienced trauma.”

1.3

Observing the 2024 European Parliament elections

ODIHR deployed a special election assessment mission (SEAM) to the 2024 European Parliament elections, following an invitation by all the European Union Member States to observe.

The observation of these elections presented ODIHR with a number of unique challenges, as there were effectively 27 different national elections to a supra-national body. They were administered nationally and conducted on the basis of 27 different sets of election rules, with only a few EU-wide rules that all Member States are obliged to follow. The format chosen for this mission was tailored to its specific scale and nature, and enabled the Office to meaningfully follow these elections while taking into account the Office's resource constraints.

The mission observed the entirety of the European Parliament elections and assessed the conduct of the elections for their compliance with OSCE commitments and other international obligations and standards for democratic elections, as well as with national legislation across all 27 EU Member States. Expert teams visited 20 of the EU Member States in the run-up to election day.

The mission was headed by Ingibjörg Sólrún Gísladóttir and consisted of seven international experts based in Brussels, as well as ten regional analysts deployed in teams of two across the EU. The team focused on a number of specific electoral issues:

- Practical implementation of European and national legal frameworks
- Controls on party and campaign finance
- Monitoring social networks
- Voter and candidate registration
- Participation of under-represented groups: women, youth, national minorities, persons with disabilities
- Participation of citizen observers and international observers

The observation mission's findings and conclusions aim to help participating States and EU institutions improve their electoral processes for the benefit of their citizens. Constructive recommendations are made in the spirit of working towards the fulfilment of shared OSCE commitments.

To maintain productive dialogue with the authorities and discuss ways in which the Office can assist in implementing recommendations, ODIHR presented its final report on the elections at the meeting of the European Co-Operation Network on Elections, a network that brings together election administration officials for a concrete and practical exchange. Key recommendations can be found in the [final report](#). ODIHR stands ready to support all EU Member States in their efforts to improve their electoral processes and to follow up on ODIHR's recommendations, by reviewing election-related legislation, providing technical expertise and supporting the activities of citizen observer groups.



INGIBJÖRG SÓLRÚN GÍSLADÓTTIR
Head of the Special Election Assessment Mission

The European Parliament plays an important role in the EU's legislative process and its decisions affect close to 450 million EU citizens, making up almost half of the OSCE participating States. Our mission provided a meaningful and systematic assessment of the diverse ways individual EU Member States conduct the elections to the European Parliament and also contributed to ODIHR's efforts to follow electoral developments across the entire OSCE area, including in those countries with a long tradition of holding democratic elections.



“

MARIE-HELENE BOULANGER

Head of Unit, Union Citizenship and Free Movement (Democracy), European Commission Directorate-General for Justice and Consumers

The observation of the 2024 elections to the European Parliament by ODIHR provided important information on the conduct of these elections. We look forward to continuing the very fruitful cooperation with ODIHR on elections-related topics, in view of fostering democratic values and in particular in view of supporting the integrity and transparency of democratic electoral processes.”



OSCE/Katya Andrusz

Monitoring the European Parliament Election monitoring in Brussels, Belgium, 6-9 June 2024



OSCE/Katya Andrusz



OSCE/Katya Andrusz

Monitoring the European Parliament Election monitoring in Brussels, Belgium, 6-9 June 2024

ODIHR's 2024 election journey

23

pre-election needs assessment visits to countries across the OSCE region, leading to...

15

election observations with 22 press conferences conducted in...

32

OSCE states, including 20 EU countries for the European Parliamentary Elections

2,476

observers deployed from 50 participating States including...

1,159

women

59

election reports...

325

recommendations and a...

new

handbook on observation of ICT in elections

10

follow-up visits to assist countries in implementing ODIHR recommendations

In February, ODIHR published the new edition of its *Handbook for the Observation of Information and Communication Technologies (ICT) in Elections*. With almost all OSCE participating States using some form of ICT during elections, the handbook can also be used as guidance to ensure ICT is introduced and used in the election process fully in line with democratic standards and principles. This edition of the handbook updates the ODIHR methodology for the observation and assessment of ICT used during voting and counting processes and includes new aspects such as electronic registration, verification of voters and candidates, and cybersecurity.



1.4

Promoting inclusive leadership

ODIHR marked an historic milestone in 2024 when the Office contracted Helga Stevens as the Head of its Election Assessment Mission to the United Kingdom parliamentary elections in July. Ms. Stevens, a member of ODIHR's Advisory Panel on the Political Participation of Persons with Disabilities and a former Member of the European Parliament, is deaf and is the first person with a disability to lead an ODIHR election observation mission and brought her extensive experience as a politician and advocate for accessibility and inclusion to the mission.

This appointment underlined ODIHR's commitment to inclusive leadership and the Office's broader efforts to promote the political participation of persons with disabilities across the OSCE region. Through initiatives such as the [eLearning course](#) on disability-inclusive political participation, the [Recommendations on the Rights of Persons with](#)

Disabilities to Participate in Political and Public Life in the OSCE Region (Dublin Recommendations) and the cutting-edge disability assessment methodology for parliaments, ODIHR has been at the forefront of breaking down barriers and ensuring that those with disabilities are not only included in decision-making processes but can lead them.

The success of this mission showcases the expertise and lived experience of leaders like Ms. Stevens. It also demonstrates the importance of sustained advocacy, strategic partnerships and networks such as ODIHR's [Advisory Panel on the Political Participation of Persons with Disabilities](#). The appointment highlights that disability inclusion requires not just accessibility measures but also targeted action to remove systemic barriers and ensure the meaningful participation of persons with disabilities in all aspects of democratic governance.



HELGA STEVENS
Head of the ODIHR Election Assessment Mission to the United Kingdom parliamentary elections

It was a real honour to lead the ODIHR Election Assessment Mission to the UK in June 2024, and I believe that my experience and views enriched the ODIHR report on the UK elections."



Election Assessment Mission to the United Kingdom, 19 June to 8 July 2024

1.5

Transforming national parliaments to deliver on gender equality



Participants of the gender audit in the National Assembly of Serbia, Belgrade, Serbia, 30 September 2024

National parliaments are democratic institutions like no other, with the potential to represent the full diversity of society. The composition of parliaments may reflect different groups in society: women and men, old and young, students, working people and pensioners, people with or without disabilities, and different ethnic groups. But parliaments should not just be representative in their makeup. They should represent the diverse needs and interests that exist in society, which need to be reflected both in lawmaking and in parliamentary oversight.

In 2024, ODIHR continued to work with parliaments across the OSCE region, supporting them in advancing gender equality, both within parliament and in wider society. As part of its direct assistance to national

parliaments, ODIHR completed a gender equality assessment of the National Assembly of Slovenia and conducted a gender audit of the National Assembly of Serbia (supported by the OSCE Mission to Serbia). Additionally, ODIHR worked with the Assembly of Albania (supported by the OSCE Presence in Albania) and the Parliament of Latvia, launching gender audits of these two parliaments. The focus of these gender equality assessments is not just looking at whether representation in the parliament (including parliamentary committees, delegations and leadership) is gender balanced. Even more important is the work on reviewing the lawmaking and parliamentary oversight processes from a gender equality perspective. The assessments include recommendations to parliaments on

how they can ensure the different needs and interests of society are better reflected in legislation and in the implementation of the law.

ODIHR also partnered with the OSCE Mission to Skopje in 2024 to support the Assembly of North Macedonia in developing its third parliamentary gender equality action plan for the period 2025-2027. One of only a few parliaments in the world to have such a plan, the Assembly of North Macedonia has set ambitious new goals. These include the establishment of a gender equality unit within the parliamentary administration, a review of its Code of Conduct from a gender equality perspective, and the drive to increase the engagement of male parliamentarians in gender equality initiatives.



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ALEKSANDAR MARKOVIĆ

Chair, Committee for Human and Minority Rights and Gender Equality, National Assembly of the Republic of Serbia

Advancing women’s representation has been an important aim for our parliament over the last decade. ODIHR’s support in conducting a gender audit of the National Assembly has helped us to identify the biggest challenges, especially on how we can improve our lawmaking and oversight activities.”



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ZHAKLINA PESHEVSKA

Chair, Committee for Equal Opportunities of Women and Men, Member of Parliament, Assembly of North Macedonia

Making our parliament deliver for all women and men is a long-term goal. Our third action plan will guide the Sobranie in advancing women’s representation and making laws for the benefit of all.”



OSCE Mission to Serbia

Participants of the gender audit in the National Assembly of Serbia, including (2nd from right) Tatjana Macura, Serbian Government Minister for Gender Equality, Belgrade, Serbia, 30 September 2024

ODIHR and the OSCE Parliamentary Assembly also completed a research project on parliamentary bodies for gender equality. Forty-eight national parliaments from the OSCE region took part, enabling the project to understand and learn from the work, mandate and results of both formal bodies (such as parliamentary committees) and informal bodies (such as women’s caucuses). The results of this comprehensive, two-year research were published in December, in *Parliamentary bodies for gender equality – Overview and recommendations*. This is the third tool in ODIHR’s new series, the *Gender-responsive Governance toolkit*.



Alongside ODIHR’s direct support to parliaments on gender equality, the Office continued its work on addressing violence against women in politics with the Russian translation of the *Addressing Violence against Women in Politics in the OSCE Region: Toolkit*. Additionally, ODIHR created a training course from the Toolkit, which was piloted with members of North Macedonia’s parliament and parliamentary staff in October, under the auspices of ODIHR’s ‘CHANGE’ project. MPs and staff learned about practical measures and tools that can be used, at individual and institutional levels, to prevent and address violence against women in politics and, specifically, in parliament.



1.6

Building resilience in the election observation community to meet new challenges

In November, ODIHR hosted organizations from across the globe to discuss emerging challenges in international election observation, exchange good practices and explore new tools.

The Declaration of Principles (DoP) for International Election Observation was created in 2005 to establish a set of common principles and ethics to build the confidence of governments, media and the wider public in the credibility of election observers' assessments. ODIHR was among the first organizations to endorse the DoP and has been an active member ever since in what has become a vibrant community.

One key concern raised at this year's meeting was the potential

impact of artificial intelligence (AI) on elections. While harmful instances of the use of AI in elections have been sporadic so far, rapidly advancing generative AI technologies could amplify disinformation and manipulate the information space in the coming years, affecting election campaigns and eroding public trust. By sharing research, information and methodologies, DoP organizations can learn from the experiences of others, including in regions outside their own.

Another issue on the agenda was the effort to make observation missions more inclusive of people with disabilities, where ODIHR was able to share its own progress. Recognizing that in order to be serious about observing inclusion, organizations

need to first ensure that their own practices meet high standards, ODIHR examined the accessibility of its election observation activities over the past five years. This covered issues such as observer recruitment policies, procurement processes and the availability of information and training in accessible formats. Among those presenting was Helga Stevens, the first head of an international election mission with a disability, who led the Election Assessment Mission to the 2024 United Kingdom Parliamentary Elections.

The DoP celebrates its 20th anniversary in New York in 2025. Since inception, it has grown from about 20 to more than 50 of the leading organizations from five continents.



2024 Declaration of Principles for International Election Observation conference, Gdańsk, Poland, 20-22 November 2024



Democratic echoes in Gdańsk

As organizers of this year's DoP meeting, ODIHR choice of venue reflected ODIHR's democratic values. It was held at the site of the Gdańsk shipyard in Poland, from where Lech Wałęsa put the Solidarity trade union movement in the 1980s on the path towards the first democratic elections in Poland after Communism, becoming president of Poland in 1990.

Former President Wałęsa opened the meeting, setting an inspirational tone for the rest of the event, while also warning of the current threats to democracy. In addition, the City of Gdansk hosted DoP participants in the city museum for a presentation by prizewinning British-Polish photographer Chris Niedenthal, who documented many key political moments in the region before and after the fall of the Berlin Wall.



2024 Declaration of Principles for International Election Observation conference, Gdańsk, Poland, 20-22 November 2024



DAVID CARROLL
 Director of the Carter Center's Elections Program and one of the DoP's founders

We are all working in different places, regions and institutions, but we need to communicate to ensure we approach elections consistently. The challenges to democracy are growing stronger, and, as a community, we must meet them — ‘though it's becoming more difficult.’



BRIZZA ROSALE
 Executive Director, Asian Network for Free Elections (ANFREL)

Democratic backsliding is regrettably a growing trend, so we need to hear also from the best practitioners from across the globe on how international election observation serves as a form of resilience building and an early warning system for potential backsliding.



AS ONE PARTICIPANT PUT IT

It's not every day that you get to meet both a Nobel Peace Prize-winner and a World Press Photo Prize-winner on the same day!

1.7

Enhancing criminal justice reform: Central Asia Criminal Justice Forum 2024

The Expert Forum on Criminal Justice for Central Asia is a biennial event that provides a platform for dialogue among criminal justice professionals and other stakeholders: judges, prosecutors, attorneys, representatives of penitentiary and probation institutions, civil society and international experts on good practices and human rights-compliant policies and reform initiatives in the field of criminal justice. This, the ninth forum, took place in Astana, Kazakhstan in November, bringing together over 200 participants from Kazakhstan, Kyrgyzstan, Mongolia, Tajikistan, Turkmenistan and Uzbekistan.

Plenary sessions were held on the topic of women and justice as well as on digitalizing criminal justice systems, which explored new aspects and challenges such as the ethics of using Artificial Intelligence (AI) in the criminal justice system, or the protection of human rights and data protection when using AI in case management in criminal justice.

Participants focused on recent trends and ongoing reforms, changes to criminal procedure in Central Asia, and their impact specifically on the right to a fair trial and on criminal justice systems overall. Topics along the entire criminal justice chain were discussed, from arrest, through investigation and interrogation and the digitalization process in the area of criminal justice, to court proceedings and alternatives to imprisonment.

Organized in partnership with the United Nations High Commissioner for Human Rights Regional Office for Central Asia (OHCHR), the United Nations Office for Drugs and Crime in Central Asia (UNODC), the United Nations Development Programme Hub for Regional for Europe and Central Asia (UNDP), the Legal Policy and Research Center (LPRC), and Dignity Kazakhstan, and supported by the OSCE Programme Offices in Astana, Bishkek and Dushanbe, the OSCE Centre in Ashgabat and the OSCE Project Co-ordinator in Uzbekistan, the event enabled an in-depth assessment of new developments in the criminal justice system.

The Ninth Forum underscored the importance of sustained dialogue and trust-building among stakeholders. One key takeaway was the need for more inclusive participation, particularly from women and minority groups, whose voices are often under-represented in justice reform processes. While experts recognized the importance of merit-based recruitment in criminal justice systems, they stressed the importance of continuing to implement measures that ensure better gender balance and the representation of minorities.

The Criminal Justice Forum is an example of how collaborative action can create lasting change, promoting justice systems that are fair, inclusive and accountable. This includes discussions on emergency situations, such as the COVID-19 pandemic or



MADINA SARIEVA
Head of UNODC Programme Office in Kazakhstan, responsible for the coordination and implementation of the UNODC Programme for Central Asia States, 2021–2025

Over the course of the Forum, we had the privilege of engaging in meaningful discussions on a wide range of issues, from legal reforms and the promotion of fair trial standards to the digitalization of criminal justice systems and the empowerment of female justice sector professionals. The Forum also gave us another opportunity to reflect on the benefits of developing probation services and other non-custodial measures, as well as to exchange experiences in developing programmes for the rehabilitation and reintegration of offenders into society.”



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GULCHEHRA KHOLMATOVA
Defence lawyer and Director
of 'The World of Law', Tajikistan

The Forum on Criminal Justice for Central Asian Countries is a significant and necessary platform for us human rights defenders. At this Forum, we learned about the reforms and achievements in the criminal justice system carried out by our neighbours. The exchange of contacts, study of successful experience and possible implementation of similar reforms in Tajikistan is one of the important results of the Forum.”



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ASLAMBEK MERGALIYEV
Chairman of the Supreme Court
of Kazakhstan.

Kazakhstan strongly believes in ensuring a balanced system, aimed at respecting and protecting the rights of everyone involved in the process. In Kazakhstan, there has been a steady decline over the last 30 years in the share of those sentenced to actual imprisonment from 60 per cent to 38 per cent, and the use of alternative measures to imprisonment.”

the aftermath of the January 2022 protests, as well as the importance of clear legislation for such situations. While there have been a number of positive developments in the field of criminal justice in Central Asia in recent years, restrictions on fundamental rights have undermined reform efforts. The lack of guarantees to ensure the independence of the judiciary and fair trial rights remains among the main challenges to the effective functioning of criminal justice systems in the region.

ODIHR will continue to support Central Asian countries in implementing and monitoring their commitments with regards to criminal justice reforms, with activities such as follow-up assessments, training sessions, roundtables and trial monitoring activities.



Valeriy Denisenko



Valeriy Denisenko



Valeriy Denisenko

Ninth Expert Forum on Criminal Justice for Central Asia, Astana, Kazakhstan, 20–21 November 2024

1.8

Engaging male politicians on gender equality in politics

2025 will mark the 30th anniversary of the 1995 Conference of Women and the Beijing Platform for Action, a foundational set of international norms on women's rights and gender equality. The Platform for Action covers 12 critical areas that are as relevant today as 30 years ago: poverty; education and training; health; violence; armed conflict; economy; power and decision-making; institutional mechanisms; human rights; media; environment; and the girl child. For each area, there are strategic objectives and a detailed list of actions to be taken by governments, parliaments and other stakeholders, at national, regional and international level.

Since 1995, the OSCE region has seen far-reaching developments towards the full and equal participation of women in politics and decision-making. For example, OSCE States have tripled the average number of female

parliamentarians (to 31.6 per cent) and many adopted ground-breaking gender equality laws. Some states set up stronger government ministries, agencies and councils to lead on gender equality policy, and 26 OSCE participating States also introduced legally binding gender quotas, aimed at reducing the over-representation of men politicians and targeting gender-balanced politics in the long run. In recent years, however, the OSCE region has witnessed stagnation in progress on gender equality, together with backsliding in some cases and an emerging mobilization against gender equality. Too often, political and elected offices are still seen as positions for men, while advancing gender equality remains predominantly a 'women's issue'; left to women politicians to work on, often without any meaningful engagement by men. Male politicians remain in the background, as silent sympathisers or providing unseen support.



MILOŠ ĐAJIĆ

Academy of Women's Leadership,
President of the Steering Board

We have realized that we are 95 years behind full equality between men and women. In order to ensure women enjoy the same rights as men, politics needs to be gender balanced."



Expert meeting on the role of male politicians in promoting gender equality in politics, Sarajevo, Bosnia and Herzegovina, 5-6 June 2024



OSCE/Zejda Kadrić



Expert meeting on the role of male politicians in promoting gender equality in politics, Sarajevo, Bosnia and Herzegovina, 5-6 June 2024

With the anniversary of the Beijing Platform for Action, there is a strong and growing sense that the world is at a turning point for women's rights; a recognition that achieving gender equality, the empowerment of women and the protection of the human rights of women and girls should be an urgent and central task for all decision-makers. To this end, ODIHR has begun working with OSCE participating States to engage male politicians in gender equality. ODIHR's assistance is multi-layered and includes awareness raising and capacity building, as well as strategic guidance to States on concrete action and regional exchanges.

For example, ODIHR partnered with the OSCE Mission to Bosnia and Herzegovina to organize a two-day expert meeting on the role of male politicians in promoting gender equality in politics. Held in Sarajevo in June, it was the first event of its kind and brought together 90 participants from South-Eastern Europe, the United States, Türkiye and Denmark,

including ministers, deputy speakers of parliaments, chairs of parliamentary committees for gender equality, other members of parliament, political party leaders, representatives of women and youth wings in political parties, leaders of women's movements and civil society, and representatives of governmental bodies for gender equality.

The event both facilitated a wide-ranging exchange of views and practices and guided participants to commit to clearly defined follow-up action, demonstrating their concrete support for the 'Engaging Men' agenda and the need to make politics more gender-responsive. The event also inspired representatives of the six OSCE field operations in South-Eastern Europe to conduct further work on engaging male politicians. The discussions and conclusions of the meeting will be published in 2025 as the 'Sarajevo Tool' and will be disseminated through workshops for OSCE participating States.



IGOR JADROVSKI
President of the National Equality Body, Skopje

The political education programmes for young male politicians have to be based on a human rights and gender equality approach. The lack of information about gender equality and related concepts, such as gender-responsive budgeting and gender-sensitive policies, results in misconceptions about gender equality in public discourse.



SANDRA PEPERA
NDI Director for Gender, Women and Democracy

Engaging men in pushing for gender equality is key. However, this must be done in full consultation with women's movements. Gender equality is not a zero-sum game; it is good for all of us.

1.9

Strengthening NHRIs to address human rights challenges related to securitization

Growing securitization poses a major challenge to the protection of human rights across the OSCE region. Securitization is defined as a process by which the state categorizes certain developments or entities as a security problem, thus justifying the implementation of extraordinary measures nominally to protect the country and its citizens. This can have a significant negative impact on human rights, the rule of law and democracy, including reduced transparency and accountability, and excessive restrictions. In response, the focus of the annual NHRI Academy organized by ODIHR and the European Network of National Human Rights



2024 NHRI Academy, Belgrade, Serbia, 17-21 June 2024

The National Human Rights Institutions (NHRI) Academy is a flagship annual event organized by ODIHR and the European Network of National Human Rights Institutions (ENNHRI). It brings together senior- and mid-level staff from NHRIs across the OSCE region for tailored and practical training on how to address particular challenges that NHRIs face in their work. This week-long event for the professional development of staff at NHRIs also supports the exchange of good practices and professional networking between NHRIs in the OSCE region to improve synergies and cooperation.

Institutions (ENNHRI) in 2024 was strengthening the capacity of NHRIs to better address securitization issues with a direct impact on the promotion and protection of human rights.

The 2024 Academy brought together staff members from 23 NHRIs across the OSCE region in Bratislava, Slovakia. They learnt about the theory of securitization, what it means in the context of states of emergency, migration, use of technology, anti-terrorism and policing, and the resultant restrictions for human rights and civic space.

During the five-day course, participants shared experiences, case studies and best practices, and discussed how to address the risks and challenges of securitization. They explored ways to use their human

rights mandates to counter security measures that restrict human rights and also how to address public discourse that prioritizes security over rights. Participants also drafted action plans for implementing different activities for their own NHRIs, in order to put into practice what they had learnt.

During an online follow-up meeting, Academy participants reported back on their plans and their progress in implementation. Some NHRIs said they were actively challenging securitization through legislation in their countries. Others were considering adding a discussion of securitization to their annual reports, while others had started sharing their new knowledge of securitization among their NHRI colleagues as well as schools and other audiences.



ODIHR/ENNHRI



ODIHR/ENNHRI

2024 NHRI Academy, Belgrade, Serbia, 17-21 June 2024

A SELECTION OF THE FEEDBACK FROM REPRESENTATIVES OF THE NHRIS OF BULGARIA, FINLAND, NORTHERN IRELAND AND PORTUGAL WHO PARTICIPATED IN THE 2024 NHRI ACADEMY

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An excellent opportunity to learn from and with peers, along with very well-structured input from international experts.”

“

Really thought-provoking and inspiring sessions, with great trainers. The topic has a lot of crossovers with our work/mandate and will be useful going forward.”

“

The sessions were an excellent combination of theory, exercises and discussions. The Academy as a whole managed to create a wonderful arena for sharing and learning, during the lessons and also outside of them.”

“

The Academy represents an excellent and unique opportunity to discuss issues of common interest to NHRIs, in an environment of open debate, to learn more about what each NHRI does, to share experiences and networking.”

1.10

Using gender audits to help political parties deliver on gender equality

Despite considerable progress in the last 30 years, the OSCE region is far from reaching gender parity (50/50), a target set by the United Nations' CEDAW committee, and data from the last five years clearly shows a slowdown in the growth of women's representation. In fact, the representation of women in national parliaments in the OSCE region reached 31.6 per cent by the end of 2024, an increase of just 0.1 per cent on the year before. Men continue to be significantly over-represented in all major legislative and executive bodies, especially in the position of party leaders, parliamentary speakers, heads of governments, heads of state and mayors.

Political parties are sometimes called the 'secret gardens of politics'; what happens within political parties can have a huge impact on women's political participation. It is parties that nominate candidates to be elected as representatives and decision-makers. This is why political parties play such a vital role in ensuring that a country's governance framework is gender responsive and follows good practice. Recognizing this, OSCE participating States have committed to encouraging political parties to promote the equal participation of women and men as a means to achieve gender balance in elected office at all levels of decision-making. ODIHR is specifically tasked with assisting participating States in promoting women's participation in political and public life, and provides direct and targeted support to parliamentary political parties. This includes gender audits to help political

parties assess their progress towards gender equality.

Gender audits are one of many tools that can help participating States and their democratic institutions — including political parties — implement their commitments on gender mainstreaming in practice. As tools for institutional transformation, they assess and evaluate how well gender equality is already institutionalized within an organization, including in their policies, programmes, projects, structures, proceedings and budgets. The goal of gender audits is to support change, helping institutions to move away from directly or indirectly discriminatory practices and rules and towards a framework and environment that supports genuine gender equality.

ODIHR carried out gender audits for five parliamentary political parties in 2024, finalizing projects with political parties in Denmark and working in Montenegro, in cooperation with the OSCE mission there. The gender audits provided the political parties with targeted recommendations, specific to their ideological profile, size, resources, internal structure and leadership commitment. They also enabled the parties to look beyond established tools and aim at institutionalizing gender equality across party bodies, policies and decision-making. Based on ODIHR's audit, one political party established an internal gender equality committee, an expert body tasked to lead internal gender equality reforms.



ADNAN KADRIBAŠIĆ
International Gender Audits Expert

Like many of us, I thought the solution to women's under-representation lies in election laws and gender quotas, but we have hit the ceiling on increasing women's participation. Despite this, there is still an appetite within political parties to work towards greater gender equality. Political parties want to become places where gender equality policy is developed and further advocated. Gender audits have helped in this transformation.



ODIHR's Intensive Course for Change Makers on Gender Audits and Gender Action Plans, Warsaw, Poland, 27-29 February 2024



VALENTINA MINIĆ

President of the Women's Forum, 'Democrats' party, Montenegro

We are grateful for the support provided, which has not only made the Women's Forum the focus of attention but also pointed out the importance of some activities, like the need to develop a Gender Equality Action Plan and Code of Conduct and set up a gender equality advisory body.

Transforming political parties from within — Gender audits and action plans

ODIHR's revised gender audit methodology

In the last decade, ODIHR has supported more than 45 political parties in 11 OSCE participating States in conducting gender audits and developing party-specific gender equality action plans, as well as publishing numerous guides, manuals and toolkits on gender equality. Using the lessons learned from its work with political parties, ODIHR has constantly revised and refined its methodology and has published it for the first time as part of its new Gender-responsive Governance Toolkit.

The revised gender audit methodology for political parties covers three assessment areas:

- Gender-balanced representation
- Vision and policy
- Organizational culture

The new methodology was launched in December 2024, with the participation of 119 members of parliament, party leaders and representatives of international and civil society organizations who work with political parties all around the world. ODIHR's work on gender audits was also presented to the Council of Europe's Gender Equality Commission and the Council of Europe's Parliamentary Assembly Committee on Equality and Non-Discrimination and to members of parliament and representatives of governmental bodies for gender equality from 45 states that are also part of the OSCE.



Recognizing ODIHR's role as a knowledge hub and the need to share that knowledge with others who can bring ODIHR's gender audit methodology to a wider audience, the Office ran an intensive course for 20 future gender audit facilitators from a broad geographical spread of 15 OSCE states, from the United Kingdom to Kazakhstan. Over four months, participants were trained on how to prepare and carry out a gender audit of a political party, and on how to prepare recommendations for follow-up action that balances ambitious goals with technical feasibility. The participants are already applying their new skills, either within individual parties or to run gender audits for multiple parties as, for example, the National Democratic Institute in Ukraine is doing.



LAURA SIMONYAN

Programme Manager for Women's Empowerment, National Democratic Institute (NDI) Armenia Office

ODIHR's unique training on gender audits was very hands-on, concrete and practical. It will help me to contribute to the institutional transformation of political parties in Armenia, supporting them to improve women's political participation."



Edira Mirani

ODIHR's Intensive Course for Change Makers on Gender Audits and Gender Action Plans, Warsaw, Poland, 27-29 February 2024

1.11

Inspiring young professionals to advance political participation

Engaging young people in politics is vital for strengthening democratic institutions, fostering good governance and ensuring inclusive, gender-sensitive policies. However, across the OSCE region, young people face many barriers to meaningful participation. These include limited access to decision-making processes, a lack of practical skills, and insufficient opportunities to connect with their peers and mentors in other countries. Addressing these challenges is essential to building resilient, accountable democratic institutions that reflect the voices and needs of all members of society.

In response to these challenges, ODIHR, in partnership with the Friedrich Ebert Foundation, organizes the School on Politics, Leadership and Advocacy to equip young people with the tools they need to lead change. The 2024 edition brought together 24 young political party representatives, local election candidates and youth activists from the European Union's Eastern Partnership and several EU countries — Armenia, Azerbaijan, Belarus, Georgia, Moldova, Ukraine, Poland, Slovenia, Bulgaria and Romania.

During the training, participants developed practical skills and collaborated to create ideas for enhancing youth political participation. Through a combination of expert-led lectures and workshops, participants learned about leadership, advocacy campaigning, negotiation and policy analysis.

A study visit to the Parliament of Poland (*Sejm*) gave participants the opportunity to engage directly with

young Polish parliamentarians. This encouraged participants to think beyond their immediate experiences and envision strategies to reshape politics in their home countries. The course content prioritized inclusivity, addressing key topics such as gender mainstreaming.

Participants developed four advocacy initiatives to address critical issues: promoting digital literacy; raising awareness about political activism; labour rights for youth; and increasing ability at local level to cooperate on initiatives related to EU accession.

By creating a space for collaboration and learning, the school not only strengthens the capacity of young political activists, but also lays the foundation for more inclusive, democratic governance across the OSCE region. At the same time, it fostered lasting personal connections among participants from diverse cultural and regional backgrounds.



VICTOR PRUTEANU
a participant from Moldova.

'Unity through diversity' is not just a slogan; it's a belief we all share. The advocacy and negotiation skills I learned were invaluable, helping me immediately in organizing the setting up of local structures for my political party. The people I met, and their commitment, strengthened my view that we can and must create positive change together.'



School on Politics, Leadership and Advocacy, Warsaw, Poland, 18-22 November 2024

1.12

Strengthening electoral reforms in the Western Balkans



Regional event in Warsaw, Poland, 21–22 February 2024

In 2024, ODIHR continued to support institutions and civil society in Albania, Bosnia and Herzegovina, North Macedonia, Montenegro and Serbia, as well as Kosovo* to implement election recommendations through its [Support to Electoral Reforms in the Western Balkans](#) project. While the 2020-2024 iteration of the project (initially funded by the EU and the Austrian Development Agency) has come to a close, ODIHR was able to extend the project through the support of Germany and Norway.

Highlights of ODIHR's work in 2024 include support to the electoral legal reform committee in the Serbian

parliament, to the Central Election Commissions of Albania and of Bosnia and Herzegovina in developing by-laws, to the Republic Electoral Commission of Serbia in adopting a voter education programme for the period 2024-2026, and to the Kosovo Central Election Commission on discussing the introduction of electronic voter lists, voter identification systems and an electoral training centre.

The project supports local and international partners to strengthen the integrity and effectiveness of electoral processes. Efforts focus on enhancing the capacity of election

* There is no consensus among OSCE participating States on the status of Kosovo and, as such, the Organization does not have a position on this issue. All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.



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IVANA SAVIC

Social Media Coordinator at the Center for Research, Transparency and Accountability, Serbia and participant of the regional conference *Informing and Engaging Voters / A Regional Perspective on How to Increase Voter Turnout in Warsaw*, 17–18 December 2024

Regional exchanges in the Western Balkans are essential for strengthening electoral integrity and fostering mutual learning. By sharing best practices, lessons learned and innovative strategies, we collectively fortify inclusive, transparent and accountable electoral processes. This collaboration amplifies our impact and also ensures that elections credibly reflect the people's will, paving the way for stronger democratic institutions.



Filip Roganovic



Filip Roganovic

Regional event in Podgorica, Montenegro, 14-15 May 2024

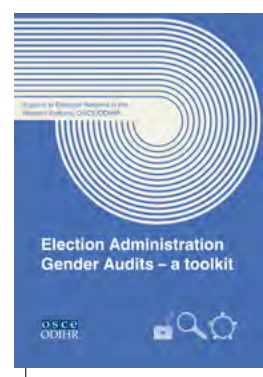
management bodies to administer elections with efficiency, impartiality and transparency. Emphasis is also placed on increasing the accuracy of voter lists and registration processes through improved coordination with population registers and by enabling public scrutiny. Increasing the knowledge and capacity of media regulation bodies to oversee media conduct during elections is also a key area of support, fostering a pluralistic and fair campaign environment. The initiative also aims to improve campaign rules and practices, ensuring that parties and candidates can freely present their views without fear of state interference, violence or intimidation, while promoting transparency through transparent campaign finance rules and practices. Lastly, efforts are directed at improving the capacity and independence of electoral dispute resolution bodies, including election management bodies and courts, to adjudicate disputes effectively, thereby reinforcing electoral integrity, public confidence and the rule of law.

So far, the project has produced over 60 expert papers (comparative analyses and legal comments) aimed particularly at parliamentary working groups, election management bodies, media and campaign finance regulators, as well as partners from all beneficiaries. In collaboration with local OSCE field offices, ODIHR has

also organized a number of topical workshops and regional events, with almost 500 participants in total. These platforms helped an exchange of best practices across the region, supported by over 500 working days and 28 visits by external experts.

Through collaboration with nearly 150 institutions and civil society organizations, the project has made a significant impact, strengthening the capacity of election management bodies and other institutions and advancing much-needed electoral reform across the Western Balkans region. By promoting transparency, inclusivity and accountability, ODIHR continues to build public trust in democratic institutions and the rule of law.

As part of the project, ODIHR has conducted pioneering audits on the electoral participation of persons with disabilities and the election administration in North Macedonia, as well as gender audits of the election administration in Albania and Montenegro. This work led to the publication, this year, of ODIHR's *Election Administration Gender Audit — a Toolkit*, providing guidance on assessing the gender-responsiveness of election administrations across OSCE participating States and beyond.



1.13

Encouraging youth political participation in Bosnia and Herzegovina



Consultative Meeting on the *Methodology for Conducting Youth Assessments within Political Parties*, Sarajevo, Bosnia and Herzegovina, 14–15 December 2024

Young people face significant barriers to meaningful political involvement across the OSCE region. These include limited opportunities for structured participation, lack of recognition within political party frameworks and insufficient mechanisms to allow them to influence policies.

Recognizing these challenges, ODIHR and the OSCE Mission to Bosnia and Herzegovina, launched an initiative to develop a *Methodology for Conducting Youth Assessments within Political Parties*. This is designed to provide a structured framework for assessing youth political participation within party structures in Bosnia and Herzegovina, and identify gaps and barriers that hinder such engagement. Political parties can then use these

assessments as a foundation to enhance youth participation and address challenges effectively.

A consultative meeting in December in Sarajevo brought together the presidents of youth forums and young politicians who had previously taken part in OSCE capacity-building programmes. The participants came from ten different political parties operating within the Parliamentary Assembly of Bosnia and Herzegovina, the Parliament of the Federation of Bosnia and Herzegovina (FBiH), the National Assembly of Republika Srpska (RS) and at the cantonal level.

The goal of the meeting was to ensure that the direct experiences and insights of young political actors fed into the methodology. The participants explored areas essential



NEZIM ALAGIC

Member of the Narod i Pravda (NiP) Youth Forum, Bosnia and Herzegovina

While there has been a decline in the proportion of youth holding politically critical positions, their activism remains the driving force behind more than half of the party's electoral successes.

for assessing youth engagement, such as formal mechanisms and informal practices that enable or hinder youth participation. The two-day event included interactive discussions, networking sessions and focus-group work. Participants identified a number of critical challenges common to all youth representatives from across the political spectrum, such as the limited space for youth in decision-making roles.

This initiative illustrates the commitment of the OSCE and ODIHR to foster youth-inclusive democratic governance. By engaging young political actors as partners in this process, ODIHR and the Mission are laying the foundations for sustainable and effective participation by young people in politics in Bosnia and Herzegovina and beyond.

PART II

Supporting civil society to strengthen democracy and guarantee human rights and security

Civil society plays a critical role in ensuring that human rights, fundamental freedoms and democracy are respected across all 57 participating States of the OSCE. ODIHR acts as a bridge between national authorities and civil society organizations to ensure increased respect for human rights and strengthen the security of the OSCE region. The stories below highlight ODIHR's work on preventing and addressing human rights abuses, from innovative tools for human rights defenders to protecting the rights of people in detention.



2.1

Building solidarity among human rights defenders at international borders



Exploring new technologies, their risks and opportunities, a training course for human rights defenders working at international borders in the Northern Mediterranean region, Warsaw, Poland, 4-6 December 2024

Human rights defenders play a vital role in protecting the rights of migrants and refugees crossing international borders. Their work promotes the rule of law and accountability in migration and border management. At a time when the protection of human rights is increasingly under strain, their efforts ensure that states uphold the dignified treatment of all individuals, as required by national legal frameworks, OSCE commitments and international law. Partnerships between states and civil society organizations, which often serve as first responders, are essential to safeguarding these principles and supporting the fundamental right to seek asylum.

In 2024, ODIHR provided targeted support to 156 human rights defenders working in more than 30

countries. A series of regional training events strengthened their expertise in addressing the human rights implications of emerging technologies in migration and border management. For smaller grassroots organizations, ODIHR training addressed critical gaps in knowledge and provided concrete tools to strengthen their efforts.

The training courses also addressed the challenges posed by the growing trend towards criminalizing migrants, refugees and humanitarian actors protecting their rights. In addition, ODIHR introduced tailored training on trial monitoring of migration-related cases, enabling them to document and challenge these practices effectively.

Beyond the technical skills, there was also a focus on personal security and well-being, recognizing that the



MARC TILLEY
Mission Lifeline, Search and Rescue

ODIHR's training captured the need for greater awareness and resilience amongst human rights defenders who face criminalization. It was a useful source of connections, standards and tools that I can take forward for my own work as well as to support people on the move who face criminalization.

sustainability of defenders' work hinges on their ability to remain safe and resilient. A key feature of each course was the emphasis on collaboration and solidarity. By fostering a growing sense of community among participating human rights defenders, ODIHR's events help to create lasting connections that can be a vital extra line of support in an increasingly challenging environment.

The impact of these initiatives has been significant. ODIHR's sustained engagement provided a space for them to share their experiences, build mutual support networks and adapt their responses to the evolving challenges. Participants reported increased confidence and effectiveness in their work, as well as an enduring sense of solidarity.



“

ANDRÁS LÉDERER

Head of Advocacy, Hungarian Helsinki Committee and core trainer

Human rights defenders working on complex issues such as migration often feel alone. ODIHR's training series not only provided important skills and inspiration to carry out this work more effectively and professionally, but also created a sense of belonging that remains with all of us, trainers and participants alike. Being a trainer for these sessions has been a highlight of my past two years, both professionally and personally.”



“

QUITTERIE PINTON

Human Rights Legal Project, Greece.

We are a small grassroots legal aid organization, based on the island of Samos. We defend the fundamental rights of people on the move and seek accountability for human rights violations at the border. Thanks to the training on new technologies and human rights, we learned about new ways to gather evidence to strengthen our litigation efforts.”



OSCE/Veronica Grazi

Exploring new technologies, their risks and opportunities, a training course for human rights defenders working at international borders in the Northern Mediterranean region, Warsaw, Poland, 4-6 December 2024

2.2

Starlight Stadium, innovative educational tool for human rights defenders



Human Rights Monitoring training using Starlight Stadium as a training tool, Sarajevo, Bosnia and Herzegovina, 22 May 2024



Starlight Stadium testing session with students of the Masters Programme in Human Rights and Sustainability in Central Asia (MAHRS), OSCE Academy in Bishkek, Bishkek, Kyrgyzstan, 7 December 2023

In October 2024, ODIHR launched **Starlight Stadium**, an online educational game for human rights defenders (HRDs). Developed as a gamification of ODIHR's well-established Human Rights Monitoring, Safety and Security curriculum, Starlight Stadium aims to make this monitoring methodology more widely accessible to defenders working across the region.

Split into four episodes, players join a fictional human rights monitoring organization and follow the steps of the monitoring cycle through a fictional case study. In Episode 1, players learn to conduct an Initial Assessment of the Human Rights Problem, before moving on to Information Gathering in Episode 2. Episode 3 covers Verification, Analysis and Report Writing, before the findings and report are used in Episode 4 to conduct an Advocacy campaign. Throughout each episode, players learn about the application of human

rights monitoring principles and work to ensure that their actions are safe and secure.

To ensure its accuracy and relevance, ODIHR developed the game in close consultation with human rights and educational experts working across the region through frequent in-depth consultations and workshops.

Throughout development, the game and its content were tested with more than 250 human rights defenders, students and professionals, and their feedback was incorporated to make the game more usable, entertaining and faithful to the lived experiences of the testers.

As defenders working in Ukrainian – and Russian-speaking communities face increasing barriers to accessing in-person training or appropriate online resources, ODIHR translated and localized Starlight Stadium into Ukrainian and Russian. This provides defenders working in these languages



“

FEEDBACK FROM A GAME TESTER, MAY 2024

My understanding of human rights monitoring principles has improved during the game. Some activities that are part of our everyday work were presented from a different angle, giving us a new perspective.”

with online, remote, free, self-paced educational resources to enhance their human rights monitoring abilities.

Beyond the direct relevance of the game to human rights defenders, the consultations with students and educators have highlighted how the game can be valuable in educational contexts, helping users learn about the important work that HRDs undertake, to simulate what working as a HRD could entail, and to reinforce what they learn in theory by working through the case study in the game. ODIHR's increased connections with educators has led to the development of supplementary materials to facilitate the use of the game in classroom/ training settings.

Launched on [FreedomLab](#), ODIHR's online platform for human rights defenders, the game has already had over 2,000 page visits. This highlights the clear demand for such a resource, and the powerful potential it has to build capacity and foster connections within civil society.



“

FEEDBACK FROM A GAME TESTER, MAY 2024

The game offered a completely different approach to human rights training since it focused on practical learning, with visual effects providing better and faster learning.”

“

FEEDBACK FROM A GAME TESTER, OCTOBER 2024

I found this training approach engaging! Using interactive techniques as a learning tool really captures attention and keeps participants involved. I think that incorporating real-world scenarios and active participants makes it easier to stay focused and absorb information more effectively.”

“

FEEDBACK FROM A GAME TESTER, OCTOBER 2024

Starlight Stadium presents a unique and valuable approach to human rights education with several strengths, particularly in its interactivity, teamwork, interactive experience [and] educational value.”

“

FEEDBACK FROM A RUSSIAN-LANGUAGE GAME TESTER, NOVEMBER 2024

As an educator, I am excited to use the game in my activities. I am sure it will contribute to spark discussions we don't always cover. What a great way to learn!”



Launch of Starlight Stadium educational tool for human rights defenders, Warsaw, Poland, 3 October 2024

2.3

Training human rights defenders on monitoring freedom of peaceful assembly



OSCE/Maria Kokce



Launch event of the e-learning course during the annual meeting of the ODIHR CSO freedom of peaceful assembly monitoring network, Warsaw, Poland, 22-23 March 2024

The right to freedom of peaceful assembly protects the many ways in which people gather together in public. It has been recognized as one of the foundations of a democratic, tolerant and pluralist society in which individuals and groups with different backgrounds and beliefs can interact peacefully with one another. The right to freedom of peaceful assembly can also help give voice to minority opinions and bring visibility to under-represented groups and is one of the fundamental freedoms on which all democracies are based.

ODIHR has been monitoring the freedom of peaceful assembly across the OSCE region since 2011. To date, ODIHR has observed 143 public assemblies in 35 participating

States and has published six reports highlighting trends, challenges and positive practices related to the enjoyment of freedom of peaceful assembly. A key part of this work is to train human rights defenders, national human rights institutions, civil society activists and OSCE staff on how to monitor assemblies using ODIHR's well-established methodology.

The growing demand for ODIHR's assembly monitoring training highlighted a need for an innovative approach, particularly as opportunities for in-person training became severely limited during the COVID 19 pandemic. In response, ODIHR developed a self-paced, e-learning course, providing the first online platform that enables human rights defenders, national

human rights institutions and activists to enhance their skills in monitoring peaceful assemblies and to assess whether they are facilitated in a human rights-compliant way.

The [Independent Monitoring of Freedom of Peaceful Assembly](#) course was launched in March and is available on [FreedomLab](#), ODIHR's online platform for human rights defenders. Available in English and Russian, the course fills a gap in online resources on peaceful assembly monitoring. The course is used both by people who are already actively engaged and wish to deepen their knowledge as well as by those who are new to assembly monitoring.

The course content is divided into eight modules, with each module containing video lectures, additional resources and quizzes, to make the learning interactive. Eighteen trainers from across the OSCE region contributed to the video content, including experts on the right to freedom of peaceful assembly, human rights-compliant policing of assemblies and the use of force in line with international standards. Monitors from different regions also shared their practical experiences through video testimonies.

Since its launch, the e-course has been widely accessed, and many civil society organizations have included it as a mandatory element of their own assembly monitoring training programmes. Users have praised the course for its depth, practicality and relevance.

This positive response reflects the growing demand for tech-enabled tools in human rights education, as well as highlighting ODIHR's commitment to supporting human rights defenders with practical and innovative solutions.

A SELECTION OF FEEDBACK FROM DIFFERENT USERS IN 2024

“

This well-structured course helps even experienced monitors to refine their approach and — perhaps more importantly — to stand their ground by reminding us that the monitoring of assemblies is an internationally established practice and a civil right.”

“

The course provides a thorough understanding of the principles, mechanisms and challenges associated with monitoring the freedom of peaceful assembly. It covers a wide range of topics such as legal frameworks, data collection.”

“

The course provides excellent examples from real, lived experience and not just theory, so that is great! You can tell from who the speakers are that they have lots of different experiences in different countries.”

“

This e-learning course [...] has been instrumental in deepening my understanding of human rights advocacy. Its immersive experience, with captivating video lectures, a wealth of materials, practical exercises and engaging quizzes, truly sets it apart. A vital asset for human rights monitoring!”



Labour day, Paris, France, 1 May 2022

2.4

Training detention monitors to protect human rights while preventing terrorist radicalization in prisons

Preventing and countering violent extremism and radicalization leading to terrorism (VERLT) in prisons has gained attention at the international, regional and national levels, with OSCE participating States increasingly focusing on security measures to manage (suspected) violent extremist prisoners and prevent the spread of violent extremism in prisons. At the same time, the management of these prisoners, as well as the design and availability of rehabilitation and reintegration measures for them, has a significant impact on their human rights. Prisoners' concerns and complaints about human rights violations and poor prison conditions can fuel violent radicalization and the spread of VERLT, a potential consequence recognized at the international level and in the OSCE's comprehensive concept of security.

While international and national actors have stepped up efforts on a range of related issues and capacity-building initiatives — primarily for prison authorities on how to identify and tackle violent extremism in prisons — ODIHR found that independent scrutiny of human rights compliance in preventing and combating VERLT in prisons is often still underdeveloped.

The Office therefore created a tailored training course for independent detention monitors based on its mandate to provide technical assistance and advice on two core areas of ODIHR's human rights work: counter-terrorism and torture prevention/preventive detention

monitoring. The training draws on the practical tool, *Protecting Human Rights in Prisons while Preventing Radicalization Leading to Terrorism or Violence: A Guide for Detention Monitors*, published jointly by ODIHR and Penal Reform International (PRI), and aims to increase scrutiny of measures that states take to manage (suspected) violent extremist prisoners and to prevent and counter the spread of VERLT in prisons, thus strengthening human rights protection in prisons and reducing the risk of VERLT.

Due to strong interest in this emerging topic, in 2024 ODIHR trained 53 detention monitors from 14 jurisdictions across the OSCE region, including practitioners from National Human Rights Institutions, National Preventive Mechanisms under the Optional Protocol to the Convention against Torture, civil society organizations and lawyers. In order to reach a range of countries and language groups, ODIHR organized two regional training courses in South Eastern Europe and a third for other selected European countries. A similar course was held in Central Asia in 2023.

Using an interactive methodology and case studies, participants learned about the relevance to their work of terrorism and VERLT and the main human rights risk areas in detention settings. The regional courses also facilitated the sharing of experiences and good practices among detention monitors from selected participating States on how to address human rights challenges in their work.



RAOUL NOLEN

Director of Programme Development,
Penal Reform International

It is great to see our joint guide come to life and spark so many valuable discussions during this training. It is very important to continue engaging civil society organizations, national torture prevention mechanisms, lawyers and other stakeholders in learning and sharing practical, first-hand knowledge and experience on monitoring human rights in prisons while preventing radicalization leading to terrorism and violence.



Detention monitor training in Skopje, North Macedonia, 26-27 March 2024, in Warsaw, Poland, 2-3 July 2024, and in Belgrade, Serbia, 4-5 December 2024

Participants of the three regional courses reported that they had substantially improved their knowledge and skills on the subject. They also noted that a deeper understanding of possible human rights violations in this context prompted them to pay more attention to aspects they had not previously considered.

The training course is one element of a multi-year project to increase oversight, improving protection of the rights of people deprived of their liberty while effectively preventing

and combating VERLT in prisons. In addition to the launch of the ODIHR/PRI Guidance Tool (2021) and regional conferences in Central Asia (2022) and South Eastern Europe (2023), in 2024 ODIHR organized a webinar to accompany the publication of the French translation of the tool. All of these events aimed to promote dialogue between policymakers, practitioners and detention monitors and to raise awareness about the importance of independent detention monitoring in this field. Participants in these events requested additional training for detention monitors.



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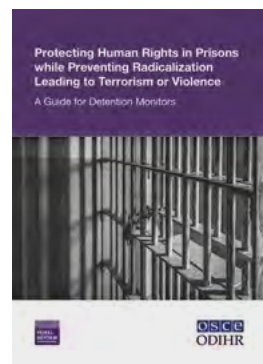
ERINDA BLLACA
Executive Director, Institute for Activism and Social Change

A better understanding of the specific human rights issues enables detention monitors to raise key questions with prison authorities in the course of their work, and this is what ODIHR's training helps us to achieve.”

“

FEEDBACK FROM A COURSE PARTICIPANT

The training was very useful, as these two days helped me realize what needs to be considered when monitoring a specific environment and population. The principles remain the same; only the specifics need to be identified.”



2.5

Ensuring respect for the human rights of Roma and Sinti



ALBA HERNÁNDEZ SÁNCHEZ
co-founder of the Romnja Feminist Library and co-founder of the Feminist Collective of Romani Gender Experts

Racism and discrimination against Roma and Sinti communities continue across the OSCE area. They take various forms: hate incidents and hate crimes; anti-Roma rhetoric; human rights violations; and racist and discriminatory behaviour and practices. These marginalize Roma and Sinti people, preventing their full participation in society. These challenges are exacerbated by the shrinking space for civil society organizations, with many such organizations changing the scope of their work or ceasing to exist altogether over the last decade, leaving critical gaps in the ability to address human rights violations.

In response, in 2024 ODIHR carried out a comprehensive analysis of past and current trends in human rights work and considered ways in which human rights work can be revitalized for Roma and Sinti civil society. This included extensive desk research, surveys of Roma and Sinti human rights organizations and interviews with Roma and Sinti human rights experts, culminating in an expert workshop in November. The workshop

brought together Roma civil society organizations and human rights activists to validate the research findings, share best practices and jointly develop actionable strategies.

The research highlighted the increasing neglect of work to counter human rights violations against Roma and Sinti communities and provided clear recommendations to improve the situation. Key takeaways included the need for greater use of international human rights mechanisms, better engagement with national human rights institutions and national equality bodies, and the importance of including intersectional and gender perspectives in human rights work for Roma and Sinti. It is clear that Roma civil society requires adequate funding and a holistic approach that addresses structural barriers, fosters capacity building and nurtures community leadership. Another valuable insight is the need for civil society to adapt to emerging challenges and trends, such as the rise of AI and digital technologies. The full results of this research project and recommendations will be published in 2025.

Revitalizing human rights monitoring and advocacy with Roma civil society organizations is essential for addressing the persistent inequalities and injustices faced by Roma communities. We must incorporate an intersectional and gender-responsive lens in this work to address overlapping forms of inequality and exclusion within Roma communities, ensuring that diverse lived experiences and challenges are not overlooked, paving the way for truly inclusive progress. However, these efforts require institutional support and sustained funding to be effective. Without this, the transformative potential of Roma-led initiatives remains limited, despite the critical role they play in advancing justice and equality in the OSCE area.

2.6

Improving detention monitoring to effectively prevent and address sexual violence in places of detention



Training course on Integrating the Issue of Sexual and Gender-Based Violence in Detention Monitoring, Belgrade, Serbia, 25-27 March 2024

Sexual and gender-based violence (SGBV) in places of deprivation of liberty is an extreme form of discrimination and a serious human rights violation, which continues to be under-reported, under-researched and largely neglected. Promoting gender equality and protecting the human rights of individuals in places of deprivation of liberty is crucial to preventing SGBV. Civil society organizations, national human rights institutions, ombudsperson institutions and national preventive mechanisms — which all work to prevent the torture and other ill-treatment of people deprived of their liberty — play a key role in detecting instances of SGBV. As independent external monitors they visit places of detention and identify

risk factors, detect misconduct and make recommendations on how to tackle this form of violence.

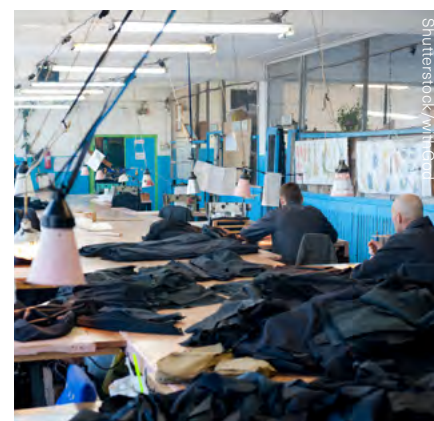
In March, ODIHR delivered a three-day training course in Belgrade on preventing and addressing SGBV in places of detention for national human rights bodies and civil society. As in many other OSCE countries, SGBV remains under-reported in Serbia, due to factors including social stigma, fear of retaliation, or inadequate support mechanisms for survivors.

During the training, which was led by two international experts, participants deepened their understanding of SGBV and examined best practices for detention monitoring and reporting to effectively address the particular



NATAŠA TANJEVIĆ
Deputy Protector of Citizens, Serbia

We used ODIHR's guidance to create structured interview questions for the monitoring visits. During our visits we now use the knowledge we acquired during the training and pay special attention to the composition of the monitoring teams and preparation for conducting interviews with people deprived of liberty who are at greater risk of SGBV."



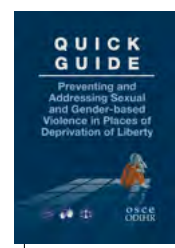
risks and challenges associated with monitoring SGBV in places of detention. Participants ended the training by creating their own action plans for systematically including SGBV in their detention monitoring work.

During a follow-up seminar in the autumn, participants reported that their monitoring had significantly improved. Despite challenges, such as a shortage of specialists or medical staff and high workload, the team of the Protector of Citizens (which performs the tasks of the National Preventive Mechanism) succeeded in developing practical solutions to strengthen their detention monitoring. Through ODIHR's training, monitors gained the confidence and skills to proactively identify and address SGBV in places of deprivation of liberty.

ODIHR's guide on *Preventing and Addressing Sexual and Gender based Violence in Places of Deprivation of Liberty* available in English, Russian, Polish, Tajik and Uzbek, is the first comprehensive policy guidance at the international level on information and practices related to the prevention of SGBV in the OSCE region and beyond.

Drawing on this publication, ODIHR published its *Guidance Note for Oversight Mechanisms* on how to integrate this issue in their detention monitoring work. This is available in English, Russian, Serbian, Bosnian and Croatian.

At the request of penitentiary staff from Uzbekistan, this year ODIHR produced its *Quick Guide* on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty, summarizing the key issues and actions to be taken by penitentiary staff. This is currently available in English, Russian and Polish.



PART III

Fostering accessible, equal and inclusive societies free from discrimination and marginalization

ODIHR works tirelessly on promoting equal, inclusive societies, free from discrimination, in every part of the OSCE region. Working closely with national authorities, educators, young people and civil society organizations, ODIHR provides resources, tools and training to counter discrimination and foster inclusion at all levels of society. This year's impact stories highlight the Office's activities in this area, including hate crime prosecution, migrant integration and support for Roma civil society in Ukraine.



3.1

Strengthening social cohesion through migrant and refugee integration in Polish cities

Polish cities have been on the frontline of the Ukrainian refugee crisis since 2022, when the invasion by the Russian Federation forced millions to flee. Local administrations have played a crucial role in facilitating socio-economic inclusion while addressing persistent challenges.

A joint project to support the integration of migrants and refugees in Poland has demonstrated the power of collaboration in addressing one of society's most pressing challenges. Coordinated by ODIHR, the Academy on the Integration of Migrants and Refugees in Polish Cities brought the Office together with the Council of Europe's Intercultural Cities Programme, the UN Refugee Agency (UNHCR), the Organisation for Economic Co-operation and Development (OECD) and the Union of Polish Metropolises. This inter-agency

initiative reflects OSCE commitments to the protection of human rights and the integration of migrants as part of broader efforts to promote inclusive, cohesive societies.

Altogether, the Academy delivered ten tailored training courses over 18 months to 146 participants from 13 Polish cities and towns. The Academy strengthened the skills of local practitioners in supporting migrants and refugees, while encouraging collaboration and knowledge-sharing across Polish cities. The courses covered a range of topics critical to successful integration, including fostering intercultural competence, countering misinformation, strengthening inclusive communication, addressing gender-based violence and building effective multi-stakeholder partnerships.



TOMASZ FIJOŁEK
Director of Legislation of the Union of Polish Metropolises

We are grateful to all our partners, and of course the participants. The knowledge gained will be useful both professionally and personally."



MAGDALENA FURDZIK
Municipality of Kraków

Polish cities have much to share: they have the potential and experience to create open and empathetic communities. At this seminar, we talked about what worked and what didn't, and how to best continue working towards intercultural dialogue. We inspire each other."



OSCE/Maria Kokce

Training on good practices in migrant integration for Polish cities, part II, Warsaw, Poland, 7 November 2023



Closing event of the Academy on the Integration of Migrants and Refugees in Polish Cities, Warsaw, Poland, 27 November 2024

The Academy's collaborative approach, combining the expertise of international partners with the Union of Polish Metropolises' local coordination, proved highly effective. Inspired by its success, plans are underway to replicate the project in Estonia, Latvia and Lithuania over the next two years, showcasing good practices from Polish cities and adapting lessons learned to support migrant and refugee integration in the Baltic states.

Through this initiative, Polish cities have been empowered to meet integration challenges head-on, ensuring that migrants and refugees can contribute meaningfully to their new communities while fostering social cohesion and mitigating tensions. The Academy stands as an example of the power of international collaboration and local action in building inclusive societies.



“

ALBERT MIŚCIORAK
Coordinator, Wrocław Centre for Social Development, City of Wrocław

Migrant integration is a challenge for cities, that's for sure. One of my big takeaways from this training is the different ways towns and cities are greeting the new members of their community. This kind of symbolic gesture is very important to make the newcomers feel welcome.”



“

KLAUDIA TOMCZAK-ŁĄTKOWSKA
Municipality of Poznań

I've taken part in all three ODIHR training courses to exchange experiences with colleagues from other cities and learn about good practices elsewhere. One of the ideas that inspired me was the welcome pack for new arrivals, which we will certainly try to implement in Poznań. I would also like to strengthen intercultural exchanges in our city and conduct new training for city officials about how to make the most of cultural diversity.”

3.2

Expert guidance and training for building a legal case against hate crime



Launch of the ODIHR Prosecutor's Guide, Vienna, Austria, 14 November 2024

Strong hate crime laws help protect our rights and address the harm done when those rights are violated. However, when concepts such as hate crime, 'hate speech' or discrimination are confused or misunderstood, prosecutors may select the wrong charge, depriving victims and entire communities from receiving much-needed protection and support.

Over the past 20 years, ODIHR has worked closely with prosecutors, police, policymakers, legislators, civil society actors and others to strengthen hate crime laws, policies and practices across the OSCE region. In 2024, ODIHR contributed to guidance for prosecutors in Montenegro on responding to hate crime and 'hate speech', drafted by the country's Supreme Prosecutor. This work has given ODIHR experts unique insight into the difficulties of addressing hate crime, revealing the real-life consequences for victims and their communities when hate crimes are not prosecuted as such.

In 2024, ODIHR collated its extensive expertise into a tool for prosecuting hate crimes, entitled *Hate Crime prosecution at the Intersection of Hate Crime and Criminalized Hate Speech: a Practical Guide*.

Drawing on examples from across the OSCE region, the guide assists prosecutors in selecting the correct charge by crystallizing the questions they should ask themselves in the form of a decision tree. The guide also presents strategies for effective hate crime prosecution, from coordinating with police to collecting evidence of bias motive, to working with courts to ensure that tougher sentences are passed. The guide can also be used by decision-makers to assess the effectiveness of policies, practices and legislation to address hate crime, as well as by civil society in advocacy and legal assistance work.

Driven by the needs on the ground and by an overwhelming interest in the guide, ODIHR is working to facilitate

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KALLIOPI THEOLOGITOU
Deputy Public Prosecutor at the Court of Appeal of Athens, Greece.

Congratulations on the development of the guide for prosecutors; I will share this much-needed tool with all prosecutors working on hate crime in my country and will use it for training purposes.”



its use across the OSCE region. These include:

- Translating it into multiple languages;
- Presenting it at a regional event for prosecutors, judges, lawyers and policymakers;
- Organizing national workshops on implementing recommendations made in the guide; and
- Setting up a network of prosecutors specializing in effective hate crime prosecution.

However, effective hate crime prosecution goes beyond the work of individual prosecutors. ODIHR supports OSCE states in providing a comprehensive and coordinated response to addressing hate crime, through its broad range of tailored technical assistance and capacity-building programmes organized at the request of states.



“

ALEKSANDAR MARKOSKI

PhD, Public Prosecutor and Lecturer at the Academy for Judges and Public Prosecutors, North Macedonia

Even in countries with solid hate crime legislation, ‘hate speech’ offences and hate crime cases can appear to overlap, resulting in less-than-precise indictments. ODIHR’s new guide undoubtedly helps to untangle these concepts and contributes to the effective and fair prosecution of hate crime. The guide’s ‘Decision Tree’ allows prosecutors like myself to navigate these challenges with ease, while the examples provided keep the guidance grounded in real-life contexts.”

In May 2024, the Office brought together police and prosecutors in Iceland for two, back-to-back, training workshops on addressing hate crime. The aim was to ensure a consistent approach in how police and prosecutors apply recent amendments to Iceland’s hate crime legislation. ODIHR also trained police in France, Poland and Romania, including follow-up visits to ensure the widest possible uptake of its hate crime training programmes. These sustained efforts have helped to deepen cooperation between criminal justice agencies and establish hate crime as a core part of national training programmes for police and prosecutors.



“

MARGRÉT UNNUR RÖGNVALDSDÓTTIR

Prosecutor at the Director of Public Prosecutions, Iceland

ODIHR’s training workshop for prosecutors was both eye-opening and practical, and gave us an understanding of the nature and impact of such crimes on the victims, their communities and our society as a whole. We learned how to recognize and present hate crimes in court, as well as how to share this knowledge with our colleagues.”



“

Joint statement by

MADALINA MARGINEANU AND BOGDAN BRAN

Hate Crimes Investigation Office, General Inspectorate, Romanian Police

ODIHR’s training programme empowers Romanian police officers to recognize, understand and respond to hate crimes, thereby fostering safer communities.”

ODIHR’s hate crime training programmes

The Training against Hate Crimes for Law Enforcement (TAHCLE) programme is designed to improve police skills in recognizing, understanding and investigating hate crimes and providing effective support to victims.

The Prosecutors and Hate Crimes Training (PAHCT) programme is designed to improve responses to hate crimes by prosecutors and improve support to hate crime victims.

3.3

Advancing meaningful dialogue between Roma civil society, government and the international community in Ukraine



Conference on Mapping the Challenges faced by Ukrainian Roma in War Time and Overcoming the Obstacles through Policy, Advocacy and Empowerment, Warsaw, Poland, 6-7 March 2024

The war in Ukraine has exacerbated the socio-economic inequalities facing Roma, increasing the risk of discrimination and abuse. Forcibly displaced Roma often experience prejudice in accessing shelter, protection, aid, labour and other services. Women are especially vulnerable to intersectional discrimination, exploitation and human trafficking.

These are complex challenges requiring coordinated action, and Roma civil society, the Ukrainian authorities and the international community work together on this issue. ODIHR, with a specific mandate to support OSCE participating States and civil society in addressing the concerns of Roma and Sinti, including in crisis situations, has helped to foster this cooperation.

In March, in partnership with the State Service of Ukraine for Ethnic Affairs and Freedom of Conscience, the Ukrainian Parliament Commissioner for Human Rights and the Council of Europe Office in Ukraine, ODIHR organized a [conference](#) that mapped out war-related challenges experienced by Ukrainian Roma and discussed cooperation to ensure better protection. The event brought together 50 representatives of central and local government, civil society and the international community, and the [conference report](#) details the key concerns and jointly agreed proposals for overcoming the challenges. This meeting is an excellent example of how constructive dialogue can strengthen stakeholder collaboration to advance the rights of Roma both in times of conflict and peace.



IHOR LOSSOVSKYI
Deputy Head of the State Service of Ukraine for Ethnic Affairs and Freedom of Conscience

Despite tough circumstances, the Ukrainian Government continues with its commitments towards the Roma population. The support provided by ODIHR adds to the current efforts and helps authorities find efficient solutions for the difficulties experienced by this community.”





VIRA DRANHOI

representing the Roma Human Rights Centre, Odesa

Roma civil society plays a pivotal role in ensuring that the rights of Roma are protected and promoted, including during the ongoing war. Achieving this goal is possible through dialogue with state authorities and international partners for cooperation. ODIHR has been crucial in nourishing such cooperation.

Under the auspices of the 'Advancing the Human Dimension of Security in Ukraine' project, ODIHR is conducting **human rights monitoring of Roma in Ukraine**. The Office also continued its training programmes for Roma and pro-Roma human rights advocates on human rights monitoring, digital safety and security, wellbeing, and gender mainstreaming and empowerment.



Piotr Markowski

Training on Digital Safety and Security for Ukrainian Roma and pro-Roma Human Rights Defenders, Warsaw, Poland, 10-12 October 2024

The subject was discussed again in detail during the 2024 Warsaw Human Dimension Conference. Representatives of OSCE participating States, Roma civil society and international partners for cooperation highlighted that Roma experience compounded inequalities that require both substantial efforts to counter and better coordination among the actors involved.

At the same time, ODIHR has invested significant resources in developing stronger and sustainable relationships with the state agencies dealing with the issues faced by the Roma community, such as the State Service of Ukraine for Ethnic Affairs and Freedom of Conscience and the Ukrainian Parliament Commissioner for Human Rights. These relationships are critical to providing effective responses to the complex human rights challenges experienced by Roma, through the swift and continual exchange of information and ideas. It allows joint priorities to be set and resources to be optimized to enable positive change.



Piotr Markowski



Piotr Markowski

Conference on Mapping the Challenges faced by Ukrainian Roma in War Time and Overcoming the Obstacles through Policy, Advocacy and Empowerment, Warsaw, Poland, 6-7 March 2024

3.4

Making Roma voices heard in genocide remembrance and education



Tea Jaliashvili, ODIHR First Deputy Director, addresses the 2024 European Holocaust Memorial Day for Roma and Sinti, Oświęcim, Poland, 2 August 2024

The general public still knows little about the genocide of the Roma by the Nazis during the Second World War. It is estimated that nearly half a million Roma and Sinti men, women and children became victims of genocide by May 1945. Among young people, awareness of the tragedy of the Holocaust is falling, and they are increasingly exposed to Holocaust denial and distortion, particularly online. At the same time, there are ever-fewer Holocaust survivors still alive to share their stories. This is why commemoration and education are vital to raise awareness about the devastating consequences of prejudice and hate and counter current forms of discrimination, racism and exclusion.

The 2003 [Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area](#) calls for the inclusion of Roma history and culture, and in particular the genocide of Roma and Sinti, in educational materials. ODIHR increases awareness of the Roma genocide through a range of activities, ensuring that countries across the OSCE region honour the Roma and Sinti who lost their lives during the Second World War. ODIHR also contributed to the recently adopted [Recommendations for Teaching and Learning about the Persecution and Genocide of the Roma during the Nazi Era](#) developed by the International Holocaust Remembrance Alliance.

On 2 August 2024, ODIHR joined international partners at the former Nazi extermination camp in Auschwitz-Birkenau to honour the memory of all those who were murdered in the Roma genocide 80 years ago. As part of the commemorations, ODIHR organized a workshop to explore the experiences of those who are affected by anti-Roma discrimination and discuss what policymakers and institutions can do to ensure inclusive education for Roma today, as well as continued commemoration and preservation of the memory of the Roma and Sinti victims of the past



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OLENA VAIDALOVYCH

Senior Adviser on Legal Affairs and Advocacy, 'Foundation Towards Dialogue'

Knowledge about the Roma genocide and the atrocities that the victims of the Nazi era went through is essential. Both Roma and non-Roma must understand that what happened during the Holocaust was deeply wrong and that there can be no justification or excuse. This is obviously an important message for non-Roma; not least because, without that understanding, the discrimination and abuse of Roma today cannot be addressed.”



“

SATU FLORIN

Board member of Ternype Roma Youth Network

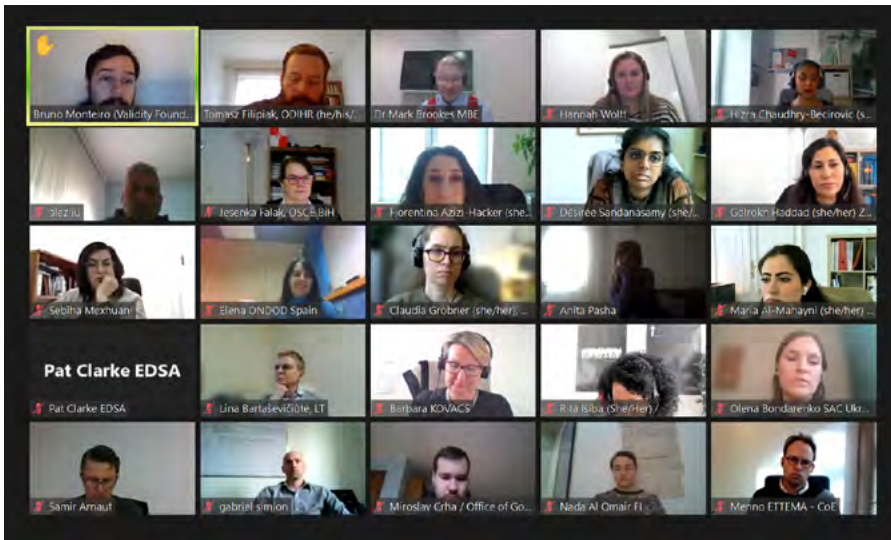
Being aware of the history of Roma has helped me to understand and strengthen my own identity, and anything that aims to increase the knowledge of Roma history and culture among a broader audience is equally important. Getting more educational materials helps local organizations to educate society, locals and different actors.”



Central Council of German Sinti and Roma / Jaroslav Praskiewicz

3.5

Fostering dialogue to improve support for hate crime victims



DR MARK BROOKES MBE
 Advocacy Lead, Dimensions UK
 and Churchill Fellow 2024

Disability hate crime continues to be normalized in society and remains drastically under-reported. It is vital that we raise awareness within disability communities and share our lived experiences through resources, training and events, including ODIHR’s webinar series, so that disability rights — our human rights — are no longer ignored. Working with ODIHR enables us to work collaboratively with the international community, finding solutions to the barriers we face in our daily lives.”

Too often, the people most affected by human rights violations are left out of conversations that affect them. By supporting states to include victims’ perspectives in policy and practice, ODIHR ensures that victims have the opportunity to contribute to policy that makes a positive difference to their lives.

In 2024, ODIHR applied this approach in a series of nine webinars on tackling specific areas of hate crime victim support. The webinars gave researchers, practitioners and those directly affected by hate crime the opportunity to test their ideas and initiatives to improve the support currently available to victims.

Covering a range of topics, from the psychological consequences of hate crime to specialist support for victims with learning disabilities, the webinars enabled some 475 participants to consider the needs

and viewpoints of different victim groups. Participants took the opportunity to present innovative solutions, such as using virtual reality to increase awareness of victims’ experiences, or the role of strategic litigation in building support for hate crime victims. ODIHR’s network of experts on hate crime victim support participated in the events, providing a channel for experts and practitioners to present their recommendations to policymakers.

ODIHR’s regular, direct engagement with hate crime victim support practitioners makes it well placed to develop practical measures and support effective partnerships at both the national and regional levels. One example of this is ODIHR’s continued coordination of the Working group on hate crime victim support within the European Commission’s High Level Group on Combating Hate Crime and Hate Speech.



PROF. DR. EVA GROSS, DR. ANABEL TAEFI AND PROF. DR. ULRIKE ZÄHRINGER

of the Hamburg Institute for Interdisciplinary Crime and Security Research

By sensitizing police to the lived experiences of hate crime victims, virtual reality technology can strengthen trust in police and boost reporting by victims. The ODIHR webinar provided our team with a valuable opportunity to examine both the challenges and benefits of using immersive technologies in police training while discussing our findings with a knowledgeable audience.”

STARS: Comprehensive Support for Hate Crime Victims

ODIHR’s STARS initiative has three main aims:

- Develop policy guidance on hate crime victim support;
- Train first responders and support providers to assist hate crime victims; and
- Build platforms for dialogue and facilitate the exchange of good practices.

STARS has published a practical guide, *Including the voices of hate crime victims in policymaking and policy implementation* which sets out 10 key principles for including hate crime victims in policy initiatives.

Including hate crime victims in the policymaking process helps to ensure that systems, policies and programmes are tailored to the needs of victims, helping them to recover from their experiences while upholding their rights to redress and support.



STARS is implemented in close cooperation with the European Commission and is funded by the European Union, Bulgaria and Italy.



Anna Chmiel, Mateusz Barski, Ka Ka Films

Illustrations from ODIHR’s Hate Crime Training videos

3.6

Empowering communities to address anti-Muslim intolerance

Intolerance and hate crimes targeting religious communities have regrettably intensified in many parts of the OSCE region. In the United Kingdom, widespread riots in summer 2024 were fuelled by racism and anti-Muslim hatred. In response to this and other crises, ODIHR stepped up its support to states and communities affected by anti-religious prejudice, using its numerous resources and wide-ranging convening powers to develop and deliver actionable solutions.

The Office organized roundtables and consultative meetings to learn more about communities' experiences of anti-religious intolerance and assist with the use of its practical resources. ODIHR also participated in a number of events organized by partners to share feedback from these communities, discuss examples of good practices, and strengthen institutional frameworks to counter intolerance and hate crime.

Findings from ODIHR's [Hate Crime Report](#) indicate that Muslim women are particularly vulnerable to hate crime and intolerance. In November 2024, ODIHR partnered with the Forum for Peace UK and the All-Party Parliamentary Group on British Muslims to organize a roundtable at the House of Commons in London. The event brought together senior policymakers, parliamentarians, Muslim women activists, community organizers and academics to examine women's experiences of anti-Muslim hatred and empower them to take action against intolerance.

The roundtable gave voice to Muslim women's experiences of discrimination, providing an opportunity to engage with community activists and representatives as well as policymakers. The discussions resulted in actionable initiatives such as designing hate crime reporting mechanisms and advocating for research into the psychological needs of hate crime victims, with a focus on Muslim women victims.

ODIHR will follow up on this event in 2025 by giving young Muslim women space to discuss the intolerance they face while contributing to sustainable solutions.

All participants acknowledged that under-reporting remains a pervasive obstacle to addressing anti-Muslim hatred, and they welcomed ODIHR's many resources on the subject, including the practical guide to address the security needs of Muslim communities, and its annual hate crime report and victim support work.

ODIHR's resources on Anti-Muslim hate crime include practical guides to address the security needs of Muslim communities targeted by hate crime. They provide guidance on how to support communities and prevent their hate crime victimization, and are designed for use by communities, police, policymakers, legislators and others.



SHAHIEN TAJ OBE

Hon. DUniv, Trustee of the Forum for Peace UK and Founder and Former Executive Director of the Henna Foundation, United Kingdom

This event served as a vital platform for Muslim women from across the United Kingdom to explore meaningful solutions to counter anti-Muslim hatred in a collaborative and inclusive environment. The invaluable insights and resources shared by ODIHR provided a foundation for understanding how inherent traits like negativity bias are perpetuated by modern mechanisms, such as social media and artificial intelligence.



MEETINGS AND EVENTS

Organized in 2024

HUMAN DIMENSION MEETINGS

Meeting or Event	Location	Date	Number of Participants
Human Dimension Induction Course I	Warsaw, Poland	9-12 April 2024	17 (9 women, 8 men)
Supplementary Human Dimension Meeting I on The Role of Civil Society in the Promotion and Protection of International Human Rights Law and International Humanitarian Law	Vienna, Austria	22-23 April 2024	180 (108 women, 71 men, 1 undeclared)
Supplementary Human Dimension Meeting II on Media Literacy and Democracy	Vienna, Austria	27-28 May 2024	153 (91 women, 61 men, 1 undeclared)
Supplementary Human Dimension Meeting III on Tolerance and Non-Discrimination and Gender Equality	Vienna, Austria	24-25 June 2024	157 (105 women, 51 men, 1 undeclared)
Human Dimension Induction Course II	Warsaw, Poland	16-19 July 2024	19 (13 women, 6 men)

PART 1: CREATING STRONG DEMOCRATIC INSTITUTIONS BASED ON RULE OF LAW TO INCREASE PUBLIC TRUST

Meeting or Event	Location	Date	Number of Participants
Training for Change Makers on Gender Audits and Gender Action Plans, Phase I	Warsaw, Poland and online	10 January to 30 April 2024	21 women
ODIHR/OSCE PA Informal Gender Network meeting: Advancing Gender Balance in National Parliaments in the OSCE Space	Online	23 January 2024	37 (29 women, 8 men)
Support to Electoral Reforms in the Western Balkans Project: workshop to support the review of Central Election Commission regulation on media coverage of contestants during elections	Sarajevo, Bosnia and Herzegovina	24 January 2024	17 (10 women, 7 men)
ODIHR Core Group of Experts on Political Parties annual meeting	Warsaw, Poland	26 January 2024	13 (8 women, 5 men)
14th Gender Matters! webinar: Mobilization Against Gender Equality	Online	1 February 2024	50 (39 women, 11 men)
Women Lead Conference: Transforming Women's Selection Processes in Political Parties, and follow-up meetings with the UK Parliament	London, United Kingdom	19-21 February 2024	approx. 70 (no sex-disaggregated data available)
Support to Electoral Reforms in the Western Balkans Project: Regional Exchange on Strengthening Campaign Finance Systems and Practices conference	Warsaw, Poland	21-22 February 2024	52 (24 women, 28 men)
Workshop on Public Integrity and Young Parliamentarians' Impact on Parliamentary Integrity Practices and Anti-Corruption in North Macedonia	Skopje, North Macedonia	27 February 2024	25 (19 women, 6 men)
Training for Change Makers on Gender Audits and Gender Action Plans, Phase II	Warsaw, Poland	27-29 February 2024	21 (21 women)
3rd Spotlight on Disability webinar: Access for All: Recognizing Barriers in the Built Environment and Developing Solutions	Online	6 March 2024	23 (no sex-disaggregated data available)
Presentation of Participatory Gender Audit report recommendations to the Democratic Party's Presidency in Serbia	Online	7 March 2024	20 (5 women, 15 men)

Working Group meeting on the Draft Law on the High Judicial and Prosecutorial Council of Bosnia and Herzegovina	Mostar, Bosnia and Herzegovina	11-13 March 2024	N/A
Support to Electoral Reforms in the Western Balkans Project: national workshop with the legal experts of the Ad Hoc Parliamentary Committee on Electoral Reform	Tirana, Albania	13-14 March 2024	11 (3 women, 8 men)
138th Venice Commission Plenary Session	Venice, Italy	15-16 March 2024	N/A
Support to Electoral Reforms in the Western Balkans Project: national workshop to support the Republic Electoral Commission in developing a voter education programme	Belgrade, Serbia	19 March 2024	11 (6 women, 5 men)
Presentation to the 96th plenary meeting of the Group of States against Corruption (GRECO), Council of Europe	Strasbourg, France	19-22 March 2024	no data available
ODIHR Panel of Experts on Freedom of Assembly and Association annual meeting	Warsaw, Poland	20-21 March 2024	26 (14 women, 12 men)
15th Gender Matters! webinar: <i>Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region</i>	Online	25 March 2024	48 (39 women, 9 men)
Expert Meeting on Judicial Independence and the Rule of Law in Poland	Warsaw, Poland	26 March 2024	41 (18 women, 23 men)
Presentation on the 2023 Youth Progress Index and the state of young people in Poland, with the European Youth Forum	Warsaw, Poland	27 March 2024	12 (7 women, 5 men)
Presentation and workshop on <i>ODIHR Opinion on Certain Provisions of the Draft Law "On the Status, Conduct and Ethics of the Members of Parliament" of the Republic of Moldova</i>	Chisinau, Moldova	28-30 March 2024	31 (16 women, 15 men)
Support to Electoral Reforms in the Western Balkans Project: presentation of the Assessment of the Gender Dimension of the Activities of the Election Administration in Albania	Tirana, Albania	11 April 2024	34 (19 women, 15 men)
Presentation of <i>Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region</i> to the Council of Europe's Gender Equality Commission	Strasbourg, France	16-18 April 2024	56 (47 women, 9 men)
Expert Review meeting on the <i>Handbook on Observing and Promoting Youth Electoral Participation</i>	Warsaw, Poland	17 April 2024	19 (14 women, 5 men)
Webinar on The UK Parliamentary Integrity system: How does the House of Commons parliamentary integrity system function and what are some lessons learned?	Online	22 April 2024	80 (56 women, 24 men)
SHDM I side event: Challenges in Ensuring Justice in Ukraine for War Crimes Victims and Motivating Them on the National Level	Vienna, Austria	23 April 2024	30 (20 women, 10 men)
Workshop with Venstre, the Danish Liberal Party, as part of the participatory gender audit	Copenhagen, Denmark	25-27 April 2024	15 (10 women, 5 men)
16th Gender Matters! webinar: Gender Equality Laws across the OSCE region; presentation of the <i>ODIHR Comparative Note on Gender Equality Laws across the OSCE Region</i>	Online	8 May 2024	26 (21 women, 5 men)
8th meeting of the Council of Europe Committee of Experts on the Protection of Lawyers (CJ-AV): presentation of ODIHR's non-public contribution to the drafting of the Council of Europe Convention on the Protection of the Profession of Lawyer	Strasbourg, France	13-15 May 2024	33 (13 women, 20 men)
Support to Electoral Reforms in the Western Balkans Project: regional conference on Promoting Conditions for Free and Fair Election Campaigns in the Western Balkans	Podgorica, Montenegro	14-15 May 2024	64 (36 women, 28 men)
Ukraine Working Group meeting 1: Development of a Judicial Drafting Tool for War Crimes Cases	Online	17 May 2024	11 (6 women, 5 men)
Presentation of the <i>Guidelines on Democratic Lawmaking for Better Laws</i> and launch of the <i>ODIHR Preliminary Opinion on the Legal Framework Governing the Legislative Process in Montenegro</i> ; meetings/interviews in preparation for the Comprehensive Assessment of the Legislative Process in Montenegro	Podgorica, Montenegro	27-30 May 2024	50 (23 women, 27 men)

Expert meeting on Transforming Politics: Male Politicians as Critical Actors for Gender Equality, with the OSCE Mission to Bosnia and Herzegovina and the OSCE missions in South-Eastern Europe	Sarajevo, Bosnia and Herzegovina	5-6 June 2024	74 (28 women, 46 men)
Women's Leadership Academy training course, with the OSCE Programme Office in Bishkek and the Social Technologies Agency NGO	Bishkek, Kyrgyzstan and online	5-6 June 2024	approx. 60-100 per session (17 sessions), (no sex-disaggregated data available)
Declaration of Principles Convening Committee annual preparatory meeting	Warsaw, Poland	13-14 June 2024	20 (8 women, 12 men)
Support to Electoral Reforms in the Western Balkans Project: presentation of the Gender Audit of the Election Administration of Montenegro	Podgorica, Montenegro	14 June 2024	11 (8 women, 3 men)
Follow-up to participatory gender audits of parties; participation in a conference on Global Experiences, Means and Methods to Strengthen Women's Representation and Influence in Local Politics	Copenhagen, Denmark	18 June 2024	117 (92 women, 25 men)
Participation in 2024 International Anti-corruption Conference	Vilnius, Lithuania	18-21 June 2024	>2000 (no sex-disaggregated data available)
Transparency International Lithuania's International School on Integrity and support for the participation of officials from Eastern Partnership countries	Vilnius, Lithuania	18-21 June 2024	105 (72 women, 33 men)
Making the Law Count: Interactive Workshop on Democratic Lawmaking for Lawmakers from Ukraine; launch of the <i>Guidelines on Democratic Lawmaking for Better Laws</i> in Ukrainian	Warsaw, Poland	24-25 June 2024	27 (19 women, 8 men)
Commonwealth Parliamentary Association webinar on Pathways to Politics — Barriers to Women's Participation and Representation	Online	27 June 2024	36 (no sex-disaggregated data available)
Presentation of <i>ODIHR Comments on the Criminalization of "Separatism" and Related Offences in Moldova (2023)</i> to the Parliament of Moldova	Chisinau, Moldova and online	28 June 2024	30 (20 women, 10 men)
Conference on Administrative Justice in Ukraine: Issue of Theory and Practice, organized by the OSCE's Support Programme for Ukraine and Ukraine's Supreme Court	Kyiv and Ostroh, Ukraine	29 June to 6 July 2024	N/A
Presentation on parliamentary integrity during the parliamentary induction course for members of the National Assembly of the Republic of Serbia	Šabac, Belgrade, Serbia	30 June to 31 July 2024	65 (38 women, 27 men)
4th Spotlight on Disability webinar: Inclusive Participation — Good Practices in Accessibility from the Austrian Parliament	Online	1 August 2024	14 (no sex-disaggregated data available)
17th Gender Matters! webinar: Parliaments Advancing Gender Equality Reforms, the Case of the Welsh Parliament	Online	3 September 2024	35 (28 women, 7 men)
Webinar on Select Topics in International Criminal Law, International Humanitarian Law, and International Human Rights Law	Online	4 September 2024	30 (17 women, 13 men)
Presentation of <i>ODIHR Preliminary Opinion on the Law of Montenegro on Financing of Political Parties and Electoral Campaigns</i> ; meetings/interviews in preparation for the Final Opinion	Podgorica, Montenegro	4-6 September 2024	N/A
9th meeting of the Council of Europe Committee of Experts on the Protection of Lawyers	Strasbourg, France	9-11 September 2024	34 (17 women, 17 men)
Webinar on Practical Procedural and Fair Trial Concerns in the Domestic Adjudication of War Crimes Cases	Online	11 September 2024	30 (15 women, 15 men)
Presentation and exchange on gender equality in politics with PACE Committee on Equality and Non-discrimination	Paris, France	12 September 2024	26 (19 women, 7 men)
Webinar on Lessons Learned from Defence Attorneys in War Crimes Cases from OSCE Participating States	Online	18 September 2024	30 (14 women, 16 men)
ODIHR Advisory Panel on the Political Participation of Persons with Disabilities annual meeting	Warsaw, Poland	18 September 2024	22 (17 women, 5 men)

Ukraine Working Group meeting 2: Development of a Judicial Drafting Tool for War Crimes Case in Ukraine	Online	19 September 2024	11 (4 women, 7 men)
Webinar on Women in Politics: Is Democracy Delivering?, with UN Women	Online	19-20 September 2024	151 (no sex-disaggregated data available)
Women's Leadership Academy, with OSCE Programme Office in Bishkek	Bishkek, Kyrgyzstan	25-27 September 2024	50 (50 women)
Participatory gender audit of the National Assembly of Serbia	Belgrade, Serbia	30 September to 4 October 2024	68 (38 women, 30 men)
Warsaw Human Dimension Conference side event: presentation of the <i>Handbook for the Observation of Information and Communication Technologies (ICT) in Elections</i>	Warsaw, Poland	1 October 2024	38 (no sex-disaggregated data available)
Warsaw Human Dimension Conference side event: Reflecting on 20 years of ODIHR's Legislative Assistance: Highlights, Trends and Challenges; presentation of the <i>Guidelines on Democratic Lawmaking for Better Laws</i>	Warsaw, Poland	4 October 2024	78 (46 women, 32 men)
Warsaw Human Dimension Conference side event: Women's Power Breakfast: Advancing Women's Representation in Politics, Promoting Gender-responsive Governance	Warsaw, Poland	10 October 2024	82 (60 women, 22 men)
140th Venice Commission Plenary Session	Venice, Italy	11-12 October 2024	N/A
Beijing +30 Regional Review Meeting: Reviewing 30 Years of Beijing Commitments to Accelerate Gender Equality in the UNECE Region	Geneva, Switzerland	21-22 October 2024	46 (40 women, 6 men)
Participatory gender audits of the Democrats and NOVA political parties, with the OSCE Mission to Montenegro	Podgorica, Montenegro	21-25 October 2024	51 (32 women, 19 men)
Political Party Peers Network annual meeting	Berlin, Germany	22-23 October 2024	87 (43 women, 44 men)
ODIHR Gender and Politics webinar series: Making Gender Equality in Politics a National Policy Priority	Online	23 October 2024	102 (no sex-disaggregated data available)
Seminar on The Right to Freedom of Peaceful Assembly in Italy; presentation of the <i>ODIHR Opinion on Certain Provisions of the Bill no. 1660 Relating to Countering Terrorism, Public Security, Protection of Personnel in Service and Prison Regulations in Italy</i>	Rome, Italy	24 October 2024	40 (18 women, 22 men)
6th ODIHR/TI Political Integrity Bootcamp: Integrity of Political Finance — overview of ODIHR legal reviews on political party financing and legislative guidelines	Berlin, Germany	24-25 October 2024	48 (27 women, 21 men)
Participatory gender audit of the Assembly of Albania, with the OSCE Presence in Albania	Tirana, Albania	28-30 October 2024	31 (27 women, 4 men)
Training on Addressing Violence Against Women in Politics for the Assembly of North Macedonia, with the OSCE Mission to Skopje	Tirana Albania	29-30 October 2024	49 (39 women, 10 men)
Training on Gender Equality in Politics for OSCE staff	Warsaw, Poland and online	6-8 November 2024	21 (18 women, 3 men)
Expert Meeting on Judicial Independence and the Rule of Law in Poland; presentation of the <i>ODIHR Note on the Effects of Decisions of Judges Appointed in a Deficient Manner</i> and the <i>ODIHR Opinion on Two Bills of the Republic of Poland on the Constitutional Tribunal (as of 24 July 2024)</i>	Warsaw, Poland	7 November 2024	49 (26 women, 23 men)
European Youth Capital 2027 jury meeting	Brussels, Belgium	11 November 2024	17 (12 women, 5 men)
Advancing the Gender Sensitivity of the Assembly: Review and Strategic Planning workshop, with the OSCE Mission to Skopje	Ohrid, North Macedonia	13-15 November 2024	29 (24 women, 5 men)
18th Gender Matters! webinar: Gender Parity as the New Standard: CEDAW General Recommendation 40 and how it matters for OSCE's work on gender equality in politics	Online	14 November 2024	32 (28 women, 4 men)
98th plenary meeting of the Group of States against Corruption (GRECO), Council of Europe	Strasbourg, France	18-20 November 2024	N/A
ODIHR/FES School on Politics, Leadership and Advocacy, partially organized under the auspices of ODIHR's Building Stronger Democratic Institutions in Eastern Partnership Countries, supported and financed by the EU	Warsaw, Poland	18-22 November 2024	24 (16 women, 8 men)

9th Expert Forum on Criminal Justice for Central Asia, with funding from the Delegation of the European Union to the Republic of Kazakhstan	Astana, Kazakhstan	20-21 November 2024	approx. 220 (95 women, 115 men)
Declaration of Principles for International Election Observation annual meeting	Gdansk, Poland	20-22 November 2024	83 (38 women, 45 men)
OSCE Regional meeting of Parliamentary Support Programmes in SEE	Belgrade, Serbia	26-27 November 2024	12 (9 women, 3 men)
Expert meeting on <i>Public Ethics and Integrity Toolkit: Guidelines for Political Parties</i>	Warsaw, Poland	2 December 2024	27 (women 14, men 13)
ODIHR Gender and Politics webinar series: <i>Transforming Political Parties from Within – Gender Audits and Gender Action Plans</i>	Warsaw, Poland and online	3 December 2024	119 (no sex-disaggregated data available)
Presentation of Disability Assessment Report and eLearning Course on Disability Inclusion at the Serbian Parliament	Belgrade, Serbia	3 December 2024	103 (71 women, 32 men)
Parliaments in Bosnia and Herzegovina and Citizens: Towards a Successful Partnership; presentation of the <i>Guidelines on Democratic Lawmaking for Better Laws</i>	Sajarevo, Bosnia and Herzegovina	5 December 2024	N/A
OSCE International Anti-Corruption Day Conference: Looking Back and Looking Ahead on the Fight against Corruption	Vienna, Austria	9 December 2024	87 (49 women, 38 men)
Anti-Corruption Focal Point meeting	Vienna, Austria	9 December 2024	N/A
XV Warsaw Human Rights Seminar: The Role of the European Convention on Human Rights and the European Court of Human Rights in Strengthening Democratic Institutions; presentation of the <i>Guidelines on Democratic Lawmaking for Better Laws</i>	Warsaw, Poland	10 December 2024	N/A
Consultative meeting on the methodology for conducting youth assessments within political parties	Sarajevo, Bosnia and Herzegovina	14-15 December 2024	21 (8 women, 13 men)
Support to Electoral Reforms in the Western Balkans Project: regional conference on Informing and Engaging Voters, A Regional Perspective on Challenges and Opportunities to Increase Voter Turnout	Warsaw, Poland	17-18 December 2024	59 (36 women, 23 men)
Participatory gender audit of the Europe Now! political party	Podgorica, Montenegro	19-20 December 2024	13 (8 women, 5 men)

PART 2: SUPPORTING CIVIL SOCIETY TO STRENGTHEN DEMOCRACY AND GUARANTEE HUMAN RIGHTS AND SECURITY

Meeting or Event	Location	Date	Number of Participants
International Panel of Parliamentarians on Freedom of Religion or Belief launch of the Southeast Europe Network and signing of the Declaration of Sarajevo	Sarajevo, Bosnia and Herzegovina	18-20 January 2024	29 (19 women, 10 men)
Human Rights Education Lab No. 1 for Belarusian human rights defenders in exile	Warsaw, Poland	22-24 January 2024	16 (11 women, 5 men)
Making the Nelson Mandela Rules Actionable for Prison Staff: Launch of the ODIHR/Penal Reform <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> in Russian	Online	31 January 2024	29 (20 women, 9 men)
Conference meeting of Parliamentarians and Religious Leaders for Coexistence and Peace	Sarajevo, Bosnia and Herzegovina	12-13 February 2024	460 (120 women, 340 men)
European Religious Liberty Forum (ERLF)	Online	16 February 2024	40 (15 women, 25 men)
Good Practices in Migrant Integration training for the Canton of Sarajevo	Sarajevo, Bosnia and Herzegovina	20-21 February 2024	19 (16 women, 3 men)
Training for Uzbek law enforcement on Protecting Human Rights while Countering Terrorism Effectively, with OSCE PCUZ	Samarkand, Uzbekistan	22-23 February 2024	11 (1 women, 10 men)
Training for Uzbek law enforcement on Protecting Human Rights while Countering Terrorism Effectively, with OSCE PCUZ	Tashkent, Uzbekistan	26-27 February 2024	13 (1 women, 12 men)

Inspire Inclusion: Empowering Women's Freedom of Religion or Belief	Brussels, Belgium	5 March 2024	49 (31 women, 18 men)
Final conference of ODIHR training for human rights defenders on human rights monitoring at international borders	Warsaw, Poland	7-8 March 2024	43 (24 women, 19 men)
Regional Gender and Security Conference (organized with the OSCE Mission to Skopje)	Skopje, North Macedonia	7-8 March 2024	N/A
Peaceful assembly monitoring training for NGO French Ligue des Droits de l'Homme	Paris, France	9-10 March 2024	21 (6 women, 15 men)
Remote Working Accelerator Initiative for Belarusian human rights defenders in exile	Online	11 March 2024	14 (10 women, 4 men)
Panel discussion on Law Enforcement and Digital Technologies: Strengthening Human Rights Safeguards for Facilitation of Peaceful protests, during the 55th session of the Human Rights Council	Geneva, Switzerland	11 March 2024	25 (no sex-disaggregated data available)
Starlight Stadium Episode 3 testing and workshop	Warsaw, Poland	18 March 2024	15 (12 women, 3 men)
Training on monitoring weapons and restraints for the NPM of France	Paris, France	18 March 2024	17 (14 women, 3 men)
CSOs Freedom of Peaceful Assembly Monitoring Network meeting and launch of ODIHR's assembly monitoring e-Learning course	Warsaw, Poland and online	22-23 March 2024	21 (10 women, 11 men)
Training for national human rights institutions and civil society of Serbia on Integrating the Issues of Sexual and Gender-Based Violence in Detention Monitoring	Belgrade, Serbia	25-27 March 2024	21 (15 women, 6 men)
Training for Albanian- and Macedonian-speaking detention monitors on Detention Monitoring and the Protection of Human Rights while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) in Prisons	Skopje, North Macedonia	26-27 March 2024	19 (13 women, 6 men)
Training on monitoring weapons and restraints for the NPM of Slovakia	Bratislava, Slovakia	27 March 2024	17 (13 women, 4 men)
Training on Safeguarding Human Rights at International Borders for students from the College of Europe (Natolin)	Warsaw, Poland	2 April 2024	20 (13 women, 7 men)
Global workshop on Preserving the Gains on Freedom of Peaceful Assembly and Association Rights: supporting climate justice and social movements, convened by the UN Special Rapporteur on freedom of peaceful assembly and association	Kampala, Uganda and online	8-9 April 2024	approx. 40 (no sex-disaggregated data available)
Human Rights Education Lab No. 2 for Belarusian human rights defenders in exile: Focusing on a Trauma-Informed Approach to Education	Warsaw, Poland	8-10 April 2024	16 (12 women, 4 men)
Freedom of Religion or Belief: A Luxury Right? for students of the College of Europe (Natolin)	Warsaw, Poland	17 April 2024	N/A
Webinar on Cultural Sensitivity in Action: Trauma-informed interviewing, with the OSCE Border Management Staff College and UNHCR	Online	18 April 2024	N/A
Austrian ministry's meeting on Interfaith Dialogue and FoRB	Vienna, Austria	19 April 2024	29 (9 women, 20 men)
ODIHR's Panel of Experts on Freedom of Religion or Belief meeting	Online	22 April 2024	16 (8 women, 8 men)
Participation in expert group meeting to review a draft Handbook for Law Enforcement Officials on the Promotion and Protection of Human Rights in the Context of Peaceful Protests, convened by UNODC, OHCHR and the UN Special Rapporteur on freedom of peaceful assembly and association	Vienna, Austria	23-25 April 2024	27 (7 women, 20 men)
Training on Trafficking in Human Beings and Border Security and Border Management for the Border Management Staff College of the OSCE Programme Office in Dushanbe	Dushanbe, Tajikistan	24 April 2024	21 (5 women, 16 men)
Freedom of peaceful assembly monitoring mission	Chisinau, Moldova	7-10 May 2024	N/A
Pilot training on human rights and gender assessment for the armed forces	Vienna, Austria	14-17 May 2024	6 (3 women, 3 men)

Human Rights Monitoring Training using Starlight Stadium	Sarajevo, Bosnia and Herzegovina	20-23 May 2024	21 (14 women, 7 men)
Good Practices in Migrant Integration training	Chisinau, Moldova	22-23 May 2024	24 (16 women, 8 men)
Presentation of the <i>NRM Handbook (second edition)</i> to anti-trafficking stakeholders in Uzbekistan at a national roundtable on strengthening the Uzbek NRM	Online	23-24 May 2024	28 (no sex disaggregated data available)
Training-of-Trainers on policing and human rights in the framework of the Women, Peace and Security agenda for law enforcement of Uzbekistan and Kyrgyzstan	Warsaw, Poland	27-30 May 2024	8 (6 women, 2 men)
Training course for law enforcement on Protecting Human Rights while Countering Terrorism Effectively, with the OSCE Mission in Kosovo*	Kosovo*	29-30 May 2024	14 (8 women, 5 men, 1 undeclared)
Freedom of peaceful assembly monitoring mission	Tallinn, Estonia	31 May 2024 to 2 June 2024	N/A
Youth Focal Points meeting: Youth, Peace and Security training	Online	3-6 June 2024	15 (12 women, 3 men)
Presentation of ODIHR report: <i>Security for People and Borders: Effective Border Management and Human Rights Protection on the Western Balkan Route</i>	Sarajevo, Bosnia and Herzegovina and online	5 June 2024	50 (26 women, 24 men)
PACE Committee on Equality and Non-discrimination Hearing	Tirana, Albania	5-6 June 2024	approx. 34 (23 women, 11 men)
Webinar on The Role of Independent Detention Monitoring: Protecting Human Rights in Prisons while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) for French-speaking OSCE participating States and Partners for Co-operation	Online	11 June 2024	92 (no sex disaggregated data available)
UN NGO Committee on Freedom of Religion or Belief June Meeting	Online	13 June 2024	N/A
2024 NHRI Academy: Securitization and Human Rights	Bratislava, Slovakia	17-21 June 2024	23 (15 women, 8 men)
Peaceful assembly monitoring training for staff of the OSCE Mission to Moldova	Chisinau, Moldova	24-25 June 2024	17 (10 women, 7 men)
Workshop on Engaging the Ukrainian Diaspora in Reconstruction and Development: Democracy and Human Rights Dimensions	Warsaw, Poland	26-28 June 2024	34 (24 women, 10 men)
1st annual meeting of the 2nd International Survivors of Trafficking Advisory Council (ISTAC)	Warsaw, Poland	27-28 June 2024	14 (7 women, 7 men)
Regional training course for detention monitors from selected European Union and other countries on Detention Monitoring and the Protection of Human Rights while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) in Prisons	Warsaw, Poland	2-3 July 2024	19 (14 women, 5 men)
Platform for Security and Protection of Human Rights Defenders in Central Asia, trauma-informed interviewing training	Astana, Kazakhstan	2-4 July 2024	N/A
1st regional training course for human rights defenders on New Technologies at Borders	Warsaw, Poland	8-10 July 2024	24 (18 women, 6 men)
Consultations on Freedom of Religion or Belief and Gender Equality	Warsaw, Poland, and online	16-31 July 2024	70 (49 women, 21 men)
Exchange of good practices and challenges in developing and implementing migrant and refugee integration strategies	Online	17 July 2024	24 (11 women, 13 men)
Training on Trafficking in Human Beings and Border Security and Border Management for the Border Management Staff College of the OSCE Programme Office in Dushanbe	Vienna, Austria	23 July 2024	21 (3 women, 18 men)
Launch of the <i>Guidance on establishing and maintaining National Survivors of Trafficking Advisory Councils (NSTACs)</i> on the World Day Against Trafficking in Persons	Online	30 July 2024	54 (no sex disaggregated data available)

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Conference on Religious Freedom and Security: Balancing Acceptable Restrictions in Countering Radicalization and Violent Extremism, organized by the Association of Religious Organizations of Kazakhstan (AROK)	Astana, Kazakhstan	27 August 2024	N/A
Human Rights Education Lab webinar on AI and Human Rights Education	Online	28 August 2024	8 (3 women, 5 men)
Consultations with representatives of the Civic Solidarity Platform Working Group on Women and Gender Realities in the OSCE region	Online	29 August 2024	10 (8 women, 2 men)
Human Rights Education Lab webinar on AI and Human Rights Education	Online	2 September 2024	12 (3 women, 9 men)
Training for civil society and community activists in Armenia and Georgia on Facilitating Open Dialogue on Migration, Freedom of Movement and Social Cohesion, with the Nansen Center for Peace and Dialogue	Yerevan, Armenia	2-6 September 2024	18 (13 women, 5 men)
Workshop on Strengthening the Watchdog Capacities of Organizations of Persons with Disabilities	Kosovo*	10 September 2024	21 (15 women, 6 men)
Consultation meeting on Opening Doors for Children: Good Practices to Prevent Childhood Statelessness in the OSCE Area, with UNHCR and HCNM	Online	11 September 2024	10 (5 women, 5 men)
Launch of ODIHR and OSR/CTHB publication, <i>Out of the Shadows: Addressing the Dynamics of Trafficking in Persons Belonging to Minorities, including National Minorities</i>	Vienna, Austria	11 September 2024	40 (no sex disaggregated data available)
Workshop on Civic Space Monitoring and Protection, organized by the EU Fundamental Rights Agency	Vienna, Austria	16-18 September 2024	69 (45 women, 24 men)
Follow-up meeting to Facilitating Open Dialogue on Migration, Freedom of Movement and Social Cohesion training course, with the Nansen Center for Peace and Dialogue	Online	20 September 2024	18 (14 women, 4 men)
Training for Uzbek police commanders on human rights-compliant policing of assemblies	Tashkent, Uzbekistan	23-27 September 2024	12 (2 women, 10 men)
Human Rights Education Lab webinar on Basics of GDPR for Human Rights Education Activities	Online	25 September 2024	6 (4 women, 2 men)
Good Practices in Migrant Integration training for the authorities in the Una-Sana Canton	Bihac, Bosnia and Herzegovina	25-26 September 2024	23 (10 women, 13 men)
ODIHR's Panel of Experts on Freedom of Religion or Belief meeting	online	26 September 2024	10 (5 women, 5 men)
SHDM I side event: The Role of Civil Society and International Actors in Supporting Adjudication of War Crimes by National Courts	Warsaw, Poland	1 October 2024	25 (15 women, 10 men)
Stakeholder meeting on independent border monitoring in Poland	Warsaw, Poland	1 October 2024	26 (16 women, 10 men)
2nd annual meeting of the 2nd International Survivors of Trafficking Advisory Council (ISTAC)	Warsaw, Poland	1 October 2024	14 (7 women, 7 men)
Warsaw Human Dimension Conference side event: Presentation of the <i>Guidance on establishing and maintaining National Survivors of Trafficking Advisory Council (NSTACS)</i>	Warsaw, Poland	2 October 2024	35 (no sex disaggregated data available)
Warsaw Human Dimension Conference side event: Enhancing a Human Rights-based and Victim-centred Approach to the Identification of and Assistance to Victims of Human Trafficking, with the OSR/CTHB	Warsaw, Poland	2 October 2024	35 (no sex disaggregated data available)
Warsaw Human Dimension Conference side event: The Situation of ISIS-affiliated Individuals in the Camps and Prisons in North East Syria and the Responsibility of OSCE participating States for the Repatriation of their Nationals	Warsaw, Poland	2 October 2024	31 (18 women, 13 men)
Evaluation workshop for the Starlight Stadium development process	Warsaw, Poland	2 October 2024	13 (7 women, 6 men)
Starlight Stadium launch event	Warsaw, Poland	3 October 2024	110 (48 women, 62 men)

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Warsaw Human Dimension Conference side event: Addressing Trafficking in Persons Belonging to Minorities, including National Minorities, with the OSR/CTHB	Warsaw, Poland	3 October 2024	39 (no sex disaggregated data available)
Ukraine-specific consultations for the second edition of the ODIHR Guidelines on the Protection of Human Rights Defenders	Warsaw, Poland	3-4 October 2024	10 (8 women, 2 men)
Warsaw Human Dimension Conference side event: The Right to Monitor Assemblies in the OSCE Region: Experiences from the field	Warsaw, Poland	7 October 2024	approx. 40
Warsaw Human Dimension Conference side event: launch of <i>Belief, Dialogue and Security — Fostering dialogue and joint action across religious and belief boundaries</i>	Warsaw, Poland	7 October 2024	67 (38 women, 29 men)
Warsaw Human Dimension Conference side event: Ending Statelessness in the OSCE Area, with UNHCR and HCNM	Warsaw, Poland	8 October 2024	50 (25 women, 25 men)
Trainer at FoRB diplomatic training event, co-hosted by the US State Department and German Ministry for Economic Cooperation and Development, on the margins of the Berlin Freedom of Religion or Belief Ministerial	Berlin, Germany	9 October 2024	17 (12 women, 5 men)
Warsaw Human Dimension Conference side event: Promoting Human Rights-compliant and Gender-responsive Armed Forces	Warsaw, Poland	9 October 2024	38 (no sex disaggregated data available)
Article 18 Alliance Ministerial conference on Freedom of Religion or Belief and Artificial Intelligence, hosted by the German Ministry for Economic Cooperation and Development	Berlin, Germany	10-11 October 2024	approx. 150 (60 women, 90 men)
Training on digital safety and security for Ukrainian Roma and pro-Roma human rights defenders	Warsaw, Poland	10-12 October 2024	20 (14 women, 6 men)
Plenary session of the UNHCR Executive Committee side event on Harnessing Regional Collaboration to End Statelessness	Geneva, Switzerland	14-15 October 2024	>70
Meeting of NHRIs' Resilience Focal Points: Follow up to NHRI resilience assessment and introduction to resilience-building plans	Online	15 October 2024	11 (8 women, 3 men)
Training course for law enforcement on Protecting human rights while countering terrorism effectively	Brussels, Belgium	16-17 October 2024	16 (6 women, 10 men)
Exploratory session with human rights defenders on conducting trial monitoring of migration-related cases	Online	17 October 2024	20 (16 women, 4 men)
Follow-up discussion on the findings of ODIHR's assessment visit and the implementation of ODIHR's recommendations in <i>The Situation of Human Rights Defenders in Bosnia and Herzegovina: Good Practices and Protection Gaps</i>	Sarajevo, Bosnia and Herzegovina	17 October 2024	17 (4 women, 17 men)
First Ulaanbaatar Interfaith Dialogue: Promoting Unity, Mutual Understanding and Religious Freedom, organized by the Mongolian Academy of Sciences, et al.	Ulaanbaatar, Mongolia	21-24 October 2024	144 participants (41 women, 103 men)
Follow-up webinar to the training for national human rights institutions and civil society of Serbia on Integrating the Issues of Sexual and Gender-Based Violence in Detention Monitoring	Online	23 October 2024	13 (9 women, 4 men)
Human Rights Education Lab No. 3 for Belarusian human rights defenders in exile on Experiential Learning	Otwock, Poland	23-25 October 2024	13 (9 women, 4 men)
Needs Assessment visit on Freedom of Religion or Belief, non-violent communication and dialogue in Kosovo*, with the OSCE Mission in Kosovo*	various locations in Kosovo*	28 October to 1 November 2024	38 (20 women, 18 men)
2nd regional training course for Human Rights Defenders: New Technologies at Borders	Belgrade, Serbia	29-31 October 2024	26 (16 women, 10 men)
International conference on the Recovery of Ukraine and the Prospects of Ukrainian Roma civil society, during the Forum of Roma on Ukraine	Online	30 October 2024	>60
Expert consultation workshop: Exploring achievements and challenges of the past and present: What lies ahead for the future of Roma and Sinti human rights in the OSCE area?	Warsaw, Poland	7-8 November 2024	11 (4 women, 7 men)

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Roundtable meeting with assembly monitors from the 'Viasna' Human Rights Centre (Belarus)	Warsaw, Poland	11 November 2024	6 (5 women, 1 man)
Follow-up discussion on the findings of ODIHR's assessment visit and the implementation of ODIHR's recommendations in <i>The Situation of Human Rights Defenders in Bosnia and Herzegovina: Good Practices and Protection Gaps</i>	Banja Luka, Bosnia and Herzegovina	19 November 2024	19 (10 women, 9 men)
Human Rights Education Lab No. 3 for Belarusian human rights defenders in exile: Experiential Learning follow-up	Online	21 November 2024	8 (3 men, 5 women)
Closing event of the Academy on the Integration of Migrants and Refugees in Polish Cities	Warsaw, Poland	27 November 2024	24 (13 women, 11 men)
Workshop on Strategic Human Rights Communication and Coalition-building on Freedom of Religion or Belief, with the OSCE Mission to Bosnia and Herzegovina	Sarajevo, Bosnia and Herzegovina	28 November to 1 December 2024)	17 (14 women, 3 men)
Training-of-Trainers workshop for Ukrainian law enforcement on human rights-compliant policing of assemblies	Warsaw, Poland	2-6 December 2024	17 (3 women, 14 men)
Follow-up meeting on the 2024 NHRI Academy	Online	3 December 2024	12 (9 women, 3 men)
Regional training course for detention monitors from Bosnia and Herzegovina, Croatia, Montenegro and Serbia on Detention Monitoring and the Protection of Human Rights while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) in Prisons	Belgrade, Serbia	4-5 December 2024	14 (9 women, 5 men)
3rd regional training course for human rights defenders: New Technologies at Borders	Warsaw, Poland	4-6 December 2024	25 (15 women, 10 men)
Training on multidisciplinary approaches to the identification and referral of victims of human trafficking within the National Referral Mechanism in Malta	Valletta, Malta	5-6 December 2024	21 (14 women, 7 men)
Speaker at the meeting of the Transatlantic Policy Network on Religion and Diplomacy	Online	6 December 2024	13 (6 women, 7 men)
Training for human rights defenders on conducting trial monitoring on migration-related cases	Warsaw, Poland	9-10 December 2024	18 (9 women, 9 men)
European Roundtable on Freedom of Religion or Belief	Online	11 December 2024	105 (61 women, 44 men)
Roundtable discussion on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty	Warsaw, Poland	11 December 2024	8 (6 women, 2 men)
Consultation with representatives of the Civic Solidarity Platform Working Group on Women and Gender Realities in the OSCE region	Warsaw, Poland	12 December 2024	N/A
Training course for OSCE and UNHCR staff members on forced displacement and protection issues, with UNHCR and the OSCE Conflict Prevention Centre	Chisinau, Moldova	12-13 December 2024	21 (11 women, 10 men)
Peaceful assembly monitoring training for Amnesty International volunteers	Rome, Italy	13-14 December 2024	27 (14 women, 13 men)
Meeting of NHRIs' Resilience Focal Points: follow-up on NHRI resilience building	Online	16 December 2024	7 (6 women, 1 man)
Closing event of Facilitating Open Dialogue on Migration, Freedom of Movement and Social Cohesion training course, with the Nansen Center for Peace and Dialogue	Online	16 December 2024	13 (11 women, 2 men)
Pilot Training-of-Trainers workshop on Freedom of Religion or Belief and Security	Warsaw, Poland	19-20 December 2024	26 (12 women, 14 men)
Conference on Religion, Geopolitics and Human Rights: The protection and security of places of worship conference, organized by the 'Religion Geopolitics and Global Security' Masters programme of Aristotle University of Thessaloniki School of Theology	Thessaloniki, Greece and online	20-22 December 2024	approx. 100 (no sex disaggregated data available)

PART 3: FOSTERING ACCESSIBLE, EQUAL AND INCLUSIVE SOCIETIES FREE FROM DISCRIMINATION AND MARGINALIZATION

Meeting or Event	Location	Date	Number of Participants
Consultation meeting with representatives of civil society and Christian communities for the forthcoming publication, <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>	Yerevan, Armenia	30 January to 3 February 2024	12 (6 women, 6 men)
2nd meeting of Roma Coordination Group	Online	1 February 2024	16 (10 women, 6 men)
TAHCLE Training-of-Trainers for Romanian Police	Sibiu, Romania	6-8 February 2024	19 (7 women, 12 men)
Under the Spotlight 1: event on hate crime victim support	Online	13 February 2024	60 (no sex-disaggregated data available)
Meeting of the EU Victims' Rights Platform on victims of hate crime	Online	13 February 2024	40 (40 other)
Effective and human rights-compliant policing in Roma and Sinti Communities — Training-of-Trainers	Sibiu, Romania	20-23 February 2024	15 (3 women, 12 men)
Consultative workshop on guidance to address the interrelation between hate crime and criminalized hate speech provisions in prosecution	Warsaw, Poland	23 February 2024	8 (4 women, 4 men)
EU high-level group of experts on combating anti-Muslim hatred and discrimination	Brussels, Belgium	26-27 February 2024	35 (15 women, 20 men)
Roma Women's conference on The Protection of the Rights of Roma Women in Times of War in Ukraine	Online	27 February 2024	>70 (no sex disaggregated data available)
Workshop and conference on Mapping the Challenges faced by Ukrainian Roma in War Time and Overcoming the Obstacles through Policy, Advocacy and Empowerment	Warsaw, Poland	6 March 2024	25 (17 women, 8 men)
Conference on Mapping the Challenges faced by Ukrainian Roma in War Time and Overcoming the Obstacles through Policy, Advocacy and Empowerment	Warsaw, Poland	7 March 2024	50 (26 women, 24 men)
Police Hate Crime conference	Bern, Switzerland	8 March 2024	100 (no sex disaggregated data available)
Coordination meeting for combating anti-Muslim hatred	Strasbourg, France	14-15 March 2024	45 (25 women, 20 men)
Final conference of the project Establishing a Victim-centered and Intersectional Approach in Tackling Hate Crime	Vilnius, Lithuania	15-16 March 2024	50 (no sex disaggregated data available)
Under the Spotlight 2: event on hate crime victim support	Online	26 March 2024	46 (29 women, 13 men, 4 non-binary/other)
Regional consultation on CEDAW General Recommendation No. 40 on the equal and inclusive representation of women in decision-making systems for Eastern European states and Western European and other states	Istanbul, Turkey	26-27 March 2024	29 (26 women, 3 men)
Romani Week 2024: Reveal Our Past to Reclaim Our Future	Brussels, Belgium	9-12 April 2024	>100
Regional dialogue on the protection and inclusion of ethnic Roma refugees and host communities	Online	11 April 2024	>60
Training on self-advocacy for Roma women and feminist activists from Ukraine	Warsaw, Poland	15-18 April 2024	15 women
Under the Spotlight 3: event on hate crime victim support	Online	17 April 2024	26 (20 women, 6 men)
Briefing for OSCE Field Operations, UNHCR Field Offices and Implementing Partners and IOM on ODIHR's Hate Crime Reporting	Online	17 April 2024	32 (no sex-disaggregated data available)
Ensuring Remembrance: Advocating for Education and Commemoration of Roma Holocaust in the United Kingdom	London, United Kingdom	22 April 2024	>70
Conference on Hate Crimes at CEPOL and Joint Meeting of EC Working Groups on Hate Crime and Hate Speech	Budapest, Hungary	25-26 April 2024	approx. 80 (no sex-disaggregated data available)
38th meeting of the Co-ordination Group Between the Council of Europe and the OSCE	Strasbourg, France	26 April 2024	22 (12 women, 10 men)

Consultation meeting with representatives of civil society and Christian communities in the North American context for the forthcoming publication <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>	Ottawa, Canada	14 May 2024	13 (5 women, 8 men)
TAHCLE Training-of-Trainers for Icelandic Police	Reykjavik, Iceland	14-16 May 2024	11 (6 women, 5 men)
9th meeting of the Committee of Experts on Roma and Traveller Issues (ADI-ROM): Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)	Online	15-16 May 2024	78 (45 women, 33 men)
Study trip to Poland by Dutch Police	Legionowo, Poland	21 May 2024	60 (no sex-disaggregated data available)
PAHCT Training-of-Trainers for prosecutors in Iceland	Reykjavik, Iceland	21-23 May 2024	13 (8 women, 5 men)
Under the Spotlight 4: event on hate crime victim support	Online	23 May 2024	43 (21 women, 7 men, 1 non-binary, 14 other)
Consultation meeting on technology-facilitated gender-based violence research	Online	27 May 2024	8 (8 women)
Central Asia regional workshop on the protection of soft targets from terrorist attacks	Astana, Kazakhstan	27-29 May 2024	45 (20 women, 25 men)
Training-of-Trainers on OSCE Gender Equality and Comprehensive Security Modules	Tirana, Albania	28-31 May 2024	25 (20 women, 5 men)
National consultation meeting with Roma civil society organizations	Warsaw, Poland	4 June 2024	26 (16 women, 10 men)
Training for Polish Police on preventing and addressing hate crimes	Legionowo, Poland	4 June 2024	18 (6 women, 12 men)
Consultative meeting on <i>Prosecution Practice and Challenges at the Intersection of Hate Crime and Criminalised 'Hate Speech'</i>	Warsaw, Poland	4 June 2024	17 (12 women, 5 men)
17th meeting of the Council of Europe Dialogue with Roma and Traveller Civil Society: Teaching Roma and Traveller history, Roma holocaust remembrance, recognition and education	Strasbourg, France	11-12 June 2024	34 (16 women, 18 men)
12th meeting of the High-level group on Combating Hate Speech and Hate Crime	Brussels, Belgium	12-13 June 2024	100 (no sex-disaggregated data available)
Taking a Closer Look at Racism: Preventing and combating anti-Muslim hate crimes in the EU, organized by the EU's Belgian Presidency and the European Commission	Brussels, Belgium	13 June 2024	35 (25 women, 10 men)
Webinar on Addressing the psychological needs of hate crime victims through a trauma-informed approach, with the support of the European Commission	Online	17 June 2024	93 (69 women, 20 men, 3 non-binary, 1 N/A)
Focus groups: Addressing racially motivated crimes against Roma, Sinti and Travellers: towards effective and non-discriminatory policing in the Czech Republic	Online	17-19 June 2024	35 (18 women, 17 men)
Meeting on Roma and Sinti with National and Ethnic Minorities Unit, Department of Religious Denominations and National and Ethnic Minorities, Polish Ministry of Interior and Administration, the Polish Ministry of National Education and the Polish Office of the Commissioner for Human Rights	Warsaw, Poland	18-19 June 2024	2 (14 women, 8 men)
Under the Spotlight 5: event on hate crime victim support	Online	20 June 2024	28 (13 women, 15 men)
International Holocaust Remembrance Alliance (IHRA) Plenary Meeting	Glasgow, United Kingdom	25-27 June 2024	>150
European Roma Rights and Policies: CIVICA Honour Seminar of Central European University	Vienna, Austria	26 June 2024	21 (16 women, 6 men)
Seminar on addressing hate speech and hate crime: the role of equality bodies to counter the spiral of violence and discrimination, organized by the Council of Europe	Strasbourg, France	1-2 July 2024	N/A
ECRI 95th plenary meeting: Exchange of views on training law enforcement and other criminal justice actors on hate crimes	Strasbourg, France	3-4 July 2024	N/A
Meeting with Polish Ministry of Equality	Warsaw, Poland	4 July 2024	7 (5 women, 2 men)

Meeting with Polish International Police Cooperation Bureau	Warsaw, Poland	4 July 2024	6 (3 women, 3 men)
19th meeting of the Focal Points on Roma in OSCE Field Operations	Online	23 July 2024	11 (7 women, 4 men)
Conference on strengthening opportunities and protecting the rights of Roma women through effective policy implementation	Online	30 July 2024	>40
Workshop: Roma Voices — IHRA recommendations for teaching guidelines about the persecution and genocide of the Roma during the Nazi era	Kraków, Poland	31 July 2024	14 (10 women, 4 men)
International conference: My testimony is for young people — Passing on memory for the future of holocaust remembrance and education	Kraków, Poland	31 July to 1 August 2024	>300
80th anniversary of the European Holocaust Memorial Day for Roma and Sinti	Oświęcim, Poland	2 August 2024	>700
Consultation workshop on forthcoming publication: <i>Guidelines for National Human Rights Institutions and National Equality Bodies for Better Addressing Roma and Sinti Issues</i>	Online	5 August 2024	16 (11 women, 8 men)
Participant at ECCAR General Conference 2024: Don't Let Europe Go Backwards	Heidelberg, Germany	23-25 September 2024	N/A
6th Working Group Meeting on EU Strategy Combating Antisemitism	Budapest, Hungary	24-25 September 2024	N/A
Under the Spotlight 6: event on hate crime victim support	Online	25 September 2024	31 (21 women, 8 men, 1 non-binary, 1 N/A)
Specialist course on hate crimes, organized by the Hellenic Police Academy, in cooperation with the Hellenic Police State Security Directorate and CEPOL	Online	2 October 2024	29 (12 women, 17 men)
2nd consultative meeting for Multi-country Survey on the Socio-Economic Vulnerabilities of Roma in Georgia, Moldova and Ukraine	Online	3 October 2024	12 (9 women, 3 men)
Warsaw Human Dimension Conference side event: Ending Statelessness in the OSCE Area, with UNHCR and OSCE HCNM	Warsaw, Poland	8 October 2024	50 (25 women, 25 men)
Warsaw Human Dimension Conference side event: The Needs, Capacity and Potential of Roma and Sinti Women's Organizations and Activists in the OSCE Region	Warsaw, Poland	9 October 2024	66 (41 women, 25 men)
Warsaw Human Dimension Conference side event: Addressing Roma Human Rights Concerns in Ukraine Through Dialogue Between Government, Civil Society and the International Community	Warsaw, Poland	9 October 2024	70 (41 women, 29 men)
4th meeting of Roma Coordination Group	Online	22 October 2024	12 (7 women, 5 men)
Addressing racially motivated crimes against Roma, Sinti and Travellers: Towards effective and non-discriminatory policing, joint ODIHR and Council of Europe Training-of-Trainers	Kutna Hora, Czech Republic	28 October to 1 November 2024	21 (9 women, 12 men)
10th meeting of the CoE Committee of Experts on Roma and Traveller Issues – ADI-ROM	Strasbourg, France	29-30 October 2024	>30
Conference on Holocaust Distortion and Education: Current and Emerging Challenges and National Measures in Place	Bucharest, Romania	28-29 October 2024	88 (46 women, 42 men)
VII Seminar on Hate Crime: The relationship between religious denominations and law enforcement agencies	Madrid, Spain	29-30 October 2024	1000 (no sex disaggregated data available)
Diagnostic Workshop for Assessing National Structures and services for Hate Crime Victim Support in the Czech Republic	Prague, Czech Republic	31 October to 1 November 2024	22 (13 women, 8 men, 1 non-binary)
Seminar on Addressing Anti-Semitism in and through Education in Belgium	Brussels, Belgium	4-5 November 2024	>100 (no sex disaggregated data available)
Training-of-Trainers on hate crimes for the Gendarmerie Nationale in France	Paris, France	6-7 November 2024	100 (no sex disaggregated data available)
Meeting of the FoRB Roundtable, Brussels-EU	Brussels, Belgium	11 November 2024	12 (1 women, 11 men)

Inaugural meeting of EU network of law enforcement contact points on hate crime and hate speech	Vienna, Austria	13 November 2024	28 (no sex disaggregated data available)
Conference on anti-Muslim hatred and interfaith dialogue, organized by the Czech Ministry of Foreign Affairs and the Institute for International Relations	Prague, Czech Republic	14 November 2024	N/A
Annual Meeting of the ODIHR National Points of Contact on Hate Crimes (NPCs) and joint meeting of the EC Working Group on hate crime recording, reporting and data collection and ad hoc Human Dimension Committee Meeting	Vienna, Austria	14-15 November 2024	71 (42 women, 29 men)
TAHCLE hate crime training for Polish Police	Legionowo, Poland	15 November 2024	16 (5 women, 11 men)
Under the Spotlight 7: event on hate crime victim support	Online	18 November 2024	88 (38 women, 34 men, 2 non-binary, 14 other)
Presentation of ODIHR's Hate Crime Report data for 2023 for civil society organizations	Online	19 November 2024	59 (no sex disaggregated data available)
UNODC Conference on Legal Aid in Criminal Justice System	Vienna, Austria	19-21 November 2024	N/A
Roundtable on Tackling anti-Muslim prejudice: lessons learned from the OSCE region	London, United Kingdom	20-27 November 2024	26 (16 women, 13 men)
Conference on Combating Hate Crime and Hate Speech in Digital and Physical Spheres in South East Europe, organized by the OSCE Mission to Serbia	Online	21 November 2024	22 (no sex disaggregated data available)
Training for civil society organizations from Croatia, Finland and Ireland on supporting hate crime victims, organized with Finland's Ministry of Justice	Online	22 November 2024	45 (32 women, 9 men, 2 non-binary, 2 other)
Tech for SHRINES' Hackathon and meetings related to the forthcoming Christian Security Guide	Rome, Italy	25-28 November 2024	100 (no sex disaggregated data available)
Moving Beyond Victimhood: Roundtable with policymakers and civil society	London, United Kingdom	26 November 2024	41 (32 women, 9 men)
Lecture for the MA course on Current Minority Issues: Roma Inclusion in Europe, offered by the Eötvös Loránd University	Budapest, Hungary and online	2 December 2024	20 (15 women, 5 men)
International Holocaust Remembrance Alliance (IHRA) Plenary Meeting	London, United Kingdom	2-5 December 2024	>150
Commission on Crime Prevention and Criminal Justice thematic discussions on implementation of the Kyoto Declaration	Vienna, Austria	3-5 December 2024	approx. 90 (no sex disaggregated data available)
IHRA Plenary Meeting/3rd International IHRA Conference on the Persecution and Genocide of Roma During the Nazi Era	London, United Kingdom	3-6 December 2024	>70 (no sex disaggregated data available)
3rd International IHRA Conference on the Persecution and Genocide of Roma During the Nazi Era	London, United Kingdom	6 December 2024	>70
UNESCO Global Forum against Racism and Discrimination	Barcelona, Spain	9-11 December 2024	800 (no sex disaggregated data available)
Launch of the European Working Group on Antigypsyism and Transitional Justice for Roma	Brussels, Belgium	10 December 2024	>70
Consultations for engaging male allies from the Roma community in North Macedonia to support gender equality	Skopje, North Macedonia	10-12 December 2024	30 (16 women, 14 men)
Policy dialogue meeting on Addressing antisemitism through education in Europe: from practice to action	Paris, France	11 December 2024	95 (45 women, 50 men)
Webinar on Ensuring justice for hate crime victims through strategic litigation, organized with the support of the European Commission	Online	12 December 2024	60 (37 women, 22 men, 1 N/A)

EXTRABUDGETARY PROGRAMMES AND PROJECTS

Implemented in 2024

HUMAN DIMENSION

Fund/Programme/Project	Region/country	Included work on:
Enhancing the quality of ODIHR-organized events in the human dimension	OSCE region	<ul style="list-style-type: none"> Enhancing the online Meetings System at meetings.odihr.pl to facilitate participant registration, engagement and conference management in the human dimension. Supporting the organization and management of the 2024 Warsaw Human Dimension Conference.
Fund for NGO Participation in OSCE Human Dimension Events	OSCE region	<ul style="list-style-type: none"> Strengthening civil society inclusion at events in the human dimension.

ELECTIONS DEPARTMENT

Fund/Programme/Project	Region/country	Included work on:
Fund for Enhancing the Diversification of Election Observation Missions	OSCE region	<ul style="list-style-type: none"> Deploying experts from eligible participating States —Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyzstan, North Macedonia, Moldova, Mongolia, Montenegro, Uzbekistan, Serbia, Tajikistan, Turkmenistan and Ukraine — as both long-term and short-term observers in ODIHR election observation activities. In 2024, the fund's scope was expanded to promote greater inclusivity in ODIHR observation missions, specifically by supporting the deployment of observers with disabilities.
Election Observation Development Programme	OSCE region	<ul style="list-style-type: none"> Publication of the <i>Handbook for the Observation of Information and Communication Technologies in Elections</i> and work on finalizing the <i>Handbook on promoting and observing youth participation in elections</i>.
Fund for Enhancing the Follow-up of ODIHR Electoral Assessments and Recommendations	OSCE region	<ul style="list-style-type: none"> Assisting institutions and civil society in addressing ODIHR electoral assessments and recommendations through technical expertise.
Support to Electoral Reforms in the Western Balkans	Western Balkans	<ul style="list-style-type: none"> Assisting institutions and civil society in addressing ODIHR electoral assessments and recommendations related to election administration, voter registration, the conduct of the media during election campaigns, the ability of parties and candidates to freely campaign, and the capacity and independence of electoral dispute resolution bodies.

DEMOCRATIZATION DEPARTMENT

Rule of Law

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	Georgia	<ul style="list-style-type: none"> Monitoring the transparency and fairness of the appointment of a new, non-judge member of the High Council of Justice.
	Moldova	<ul style="list-style-type: none"> Continued monitoring the processes of evaluation of integrity (pre-vetting and vetting) in Moldova. This includes the re-evaluation of candidates of the Superior Council of Magistracy (SCM), whose appeals regarding pre-vetting before the Supreme Court of Justice (SCJ) were successful, as well as the parallel vetting process for sitting judges and candidates seeking to become new judges of the SCJ.
	Kazakhstan	<ul style="list-style-type: none"> Continued working to finalize the report on the right to a fair trial and the rights of victims and witnesses following ODIHR's monitoring of trials related to the January 2022 events in Kazakhstan. Organizing the Ninth Expert Forum on Criminal Justice for Central Asia in Astana, Kazakhstan. The Forum served as a platform for dialogue between criminal justice professionals and stakeholders (judges, prosecutors, attorneys, representatives of penitentiary and probation institutions, civil society and international experts) on good practices and human rights-compliant policies and reform initiatives in the field of criminal justice.

Legislative Support

Fund/Programme/Project	Region/country	Included work on:
Legislation Review Fund	OSCE region	<ul style="list-style-type: none"> Legal analyses of legislation, including on freedom of association and so-called "foreign agents"-type legislation (Georgia), judicial reform (Poland, Moldova), constitutional justice (Poland), suppression of gender quotas (Georgia), public security (Italy), anti-corruption (Ukraine), state of emergency (Moldova), constitutional amendment procedure (Moldova), political party and election campaign financing (Montenegro), status of Members of Parliament (Moldova), rights of indigenous people (Ukraine), the protection of the profession of lawyers, the exercise of the right to freedom of peaceful assembly in "online spaces" (ongoing), the impact of new technologies on policing assemblies (ongoing). Annual meetings of the ODIHR Core Group of Experts on Political Parties and of the ODIHR Panel of Experts on Freedom of Assembly and Association. Follow-up events to present and discuss the main findings and recommendations from ODIHR's legal analyses to key stakeholders of Montenegro (political party and elections campaign financing, lawmaking rules), Italy (public security and freedom of peaceful assembly), Moldova (criminalization of "separatism"), and experts of the Council of Europe Committee of Experts on the Protection of Lawyers. Country visit to discuss the ODIHR Final Opinion on the Law of Montenegro on Financing Political Entities and Election Campaigns.
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE region	<ul style="list-style-type: none"> Legal analyses of legislation, including on judicial reform (Poland), re-evaluation of judges and prosecutors (Moldova) and on parliamentary integrity (Moldova). Follow-up event to present and discuss the main findings and recommendations from ODIHR's legal analyses on various aspects of the judicial and constitutional justice reform in Poland. Publication, launch and presentations of the <i>Guidelines on Democratic Lawmaking for Better Laws</i> (in English, Russian and Ukrainian). Practical training for Ukrainian lawmakers on the key principles of lawmaking and launch of the Ukrainian version of the <i>Guidelines on Democratic Lawmaking for Better Laws</i>. Launch of the <i>Preliminary Opinion on the Legal Framework Governing the Legislative Process in Montenegro</i> and publication of the <i>ODIHR Comprehensive Assessment Report on the Lawmaking Process in Montenegro</i>, which assesses both the law and the practice of lawmaking. Technical maintenance, overhaul and updating of www.legislationline.org. Publication of the <i>Follow-up Assessment Report of the Lawmaking Process in the Republic of Uzbekistan</i> and of the <i>Preliminary Opinion on the Legal Framework governing the Legislative Process in Montenegro</i>, and finalization of the <i>Follow-up Assessment Report of the lawmaking process of Armenia</i>. Launch of the <i>Assessment Report on the Legislative Process of Bosnia and Herzegovina</i>.

Fund/Programme/Project	Region/country	Included work on:
Stronger Democratic Institutions in Eastern Partnership Countries: an ODIHR project supported and funded by the EU	EU Eastern Partnership countries	<ul style="list-style-type: none"> Expert evaluation of the legal framework governing parliamentary oversight and modalities of Parliament's engagement with civil society and the public in Moldova (ongoing). Preliminary assessment of the regulatory framework governing the lawmaking procedure within the Parliament of Moldova (ongoing). Technical support to the Parliaments of Ukraine and Moldova to develop and/or strengthen the rules governing the ethics and conduct of Members of Parliament.

Democratic Governance

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE region	<ul style="list-style-type: none"> Commissioning research on disability quotas in politics. Organizing the annual meeting of ODIHR's Advisory Panel on the Political Participation of Persons with Disabilities. Organizing an event with Westminster on The UK Parliamentary Integrity System: Lessons Learned from the House of Commons . Organizing the International School on Integrity in cooperation with Transparency International Lithuania. Contributing to the International Anti-Corruption Conference. Co-organizing the 6th ODIHR/TI Political Integrity Bootcamp on the Integrity of Political Finance. Developing a publication on Parliamentary oversight: political integrity and accountability. Developing Tool 2 of the <i>Public Ethics and Integrity Toolkit 2: Guidelines for Political Parties</i>. Organizing an expert meeting on the Political Participation Toolkit. Organizing the International Anti-Corruption Day conference with OCEEA. Preparation of a publication on Public Integrity and Lobbying. Organizing a workshop and developing an assessment methodology for Youth Political Participation in Political Parties. Organizing the School of Leadership and Advocacy for 23 young MPs and political party representatives from the Western Balkans and Eastern Partnership countries to enhance the capacity of young politicians and activists. Conducting research on Young MPs and Integrity with case studies from Armenia and Finland.
	Kazakhstan	<ul style="list-style-type: none"> Translation of the eLearning course on Promoting the participation of persons with disabilities: an interactive tool for parliaments and political parties into Kazakh.
	Serbia	<ul style="list-style-type: none"> Presentation at the National Assembly of Serbia of a report on disability inclusion in the parliament and the Serbian language version of the eLearning course on Promoting the participation of persons with disabilities: an interactive tool for parliaments and political parties. Publication of <i>Recommendations on the Rights of Persons with Disabilities to Participate in Political and Public Life in the OSCE Region (Dublin Recommendations)</i> in Serbian. Delivering an introductory seminar and induction course for members of the National Assembly of Serbia on the Code of Conduct.
	Bosnia and Herzegovina	<ul style="list-style-type: none"> Supporting the Field Office in Bosnia and Herzegovina with hiring a disability rights expert to support their work on promoting the political participation of persons with disabilities.
	Georgia	<ul style="list-style-type: none"> Hiring disability rights experts to hold consultations with relevant stakeholders in preparation for the launch of the mentorship programme for youth with disabilities in Georgia, including the preparation of a handbook for the programme.
	Poland	<ul style="list-style-type: none"> Presenting the 2023 Youth Progress Index and the <i>State of Young People in Poland</i>.
Stronger Democratic Institutions in Eastern Partnership Countries: an ODIHR project supported and funded by the EU	EU Eastern Partnership countries	<ul style="list-style-type: none"> Workshop in Chisinau, Moldova, to present the <i>ODIHR Opinion on Certain Provisions of the Draft Law on the Status, Conduct and Ethics of the Members of Parliament of the Republic of Moldova</i>, good practices and ways forward. Organizing 6th ODIHR/TI Political Integrity Bootcamp: Integrity of Political Finance Supporting the organization of the School of Leadership and Advocacy for 23 young MPs and political party representatives from the Western Balkans and Eastern Partnership countries.

Gender Equality in Politics

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE region	<ul style="list-style-type: none"> • Publication and promotion of ODIHR's <i>Gender-responsive governance Toolkit: Advancing gender equality in politics — National assessments and action plans; Transforming political parties from within — Gender audits and action plans; and Parliamentary bodies for gender equality — Overview and recommendations</i>. • Organizing two webinars to promote the new methodologies contained in the Gender-responsive governance toolkit. • Training future facilitators of gender audits of political parties. • Preparing a workshop on Engaging Male Politicians as Critical Actors for Gender Equality in Politics.
	Serbia and Albania	<ul style="list-style-type: none"> • Conducting parliamentary gender audits.
	Portugal and Latvia	<ul style="list-style-type: none"> • Initiating gender audits of the national parliaments of Portugal and Latvia.
	Denmark	<ul style="list-style-type: none"> • Finalizing cooperation with six parliamentary political parties in Denmark, including the conduct of three full gender audits.
	Montenegro	<ul style="list-style-type: none"> • Supporting four parliamentary political parties in identifying barriers to women's political participation and practical solutions to be applied by the party, based on the party-specific gender audits.

Migration

Fund/Programme/Project	Region/country	Included work on:
Assistance for Implementation of OSCE Commitments on Migration and Freedom of Movement	OSCE region	<ul style="list-style-type: none"> • Final conference of ODIHR training series on human rights at international borders: human rights principles, monitoring, safety and security. Organized for human rights defenders working in 26 countries (Central-Eastern Europe, South-Eastern Europe, Northern Mediterranean region and Mediterranean Partners for Co-operation). • Three training courses on human rights at international borders: exploring new technologies, their risks and opportunities for human rights defenders working in Central, Northern and Eastern Europe; South-Eastern Europe and the Northern Mediterranean Region.
	Armenia and Georgia	<ul style="list-style-type: none"> • Training for civil society actors on facilitating open dialogues on migration, freedom of movement and social cohesion in Armenia and Georgia, including an in-person course and follow-up support for the implementation of public dialogue in their communities.
	Bosnia and Herzegovina	<ul style="list-style-type: none"> • Two training courses on good practices in migrant integration for local authorities in Sarajevo and Bihac.
Stronger Democratic Institutions in Eastern Partnership Countries: an ODIHR project supported and funded by the EU	Moldova	<ul style="list-style-type: none"> • Training on good practices in migrant integration for the national authorities.

HUMAN RIGHTS DEPARTMENT

Fund/Programme/Project	Region/country	Included work on:
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Human Rights and Anti-Terrorism	Central Asia/ Uzbekistan	<ul style="list-style-type: none"> Two training courses on protecting human rights while countering terrorism effectively for law enforcement officers in Samarkand and Tashkent regions, Uzbekistan.
	South East Europe	<ul style="list-style-type: none"> Training on protecting human rights while countering terrorism effectively for law enforcement officers in Pristina, Kosovo*.
	Belgium	<ul style="list-style-type: none"> Training on protecting human rights while countering terrorism effectively for law enforcement officers in Brussels, Belgium.
	OSCE region	<ul style="list-style-type: none"> Warsaw Human Dimension Conference side event on the situation of ISIS-affiliated individuals in the camps and prisons in North East Syria and the responsibility of OSCE participating States for the repatriation of their nationals.
Protection of persons deprived of liberty in the OSCE region — Human Rights and Anti-Terrorism	South East Europe	<ul style="list-style-type: none"> Training for Albanian- and Macedonian-speaking detention monitors on detention monitoring and the protection of human rights while preventing and countering violent extremism and radicalization to terrorism (VERLT) in prisons. Regional training course for monitors from Bosnia and Herzegovina, Croatia, Montenegro and Serbia on detention monitoring and the protection of human rights while preventing and countering violent extremism and radicalization to terrorism (VERLT) in prisons.
	OSCE region	<ul style="list-style-type: none"> Regional training course for monitors from selected European countries on detention monitoring and the protection of human rights while preventing and countering violent extremism and radicalization to terrorism (VERLT) in prisons. Webinar on the role of independent detention monitoring and publication of <i>Protecting Human Rights in Prisons while Preventing Radicalization Leading to Terrorism or Violence: A Guide for Detention Monitors</i> in French.
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Freedom of Peaceful Assembly	Uzbekistan	<ul style="list-style-type: none"> Commander's course on human rights-compliant policing of assemblies for Uzbek law enforcement.
	Ukraine	<ul style="list-style-type: none"> Training-of-Trainers on human rights-compliant policing of assemblies for Ukrainian law enforcement. (Funded by Ukraine project).
	OSCE region	<ul style="list-style-type: none"> Research into the role of municipalities in enabling the right to freedom of peaceful assembly to support the development of ODIHR's compendium for municipal authorities on human rights-compliant facilitation of assemblies.
Increasing effectiveness, strengthening enabling environment for human rights defenders — Freedom of Peaceful Assembly	OSCE region	<ul style="list-style-type: none"> ODIHR-CSOs Freedom of Peaceful Assembly Monitoring network meeting. Assembly monitoring training for monitors from France (Ligue des Droits de l'Homme) and Italy (Amnesty International) and for staff from the OSCE Mission to Moldova. Meeting with assembly monitors from the 'Viasna' Human Rights Centre (Belarus). Launch and roll-out of an e-Learning course on freedom of peaceful assembly monitoring. Support to UNODC, OHCHR and the UN Special Rapporteur on freedom of peaceful assembly and association in developing a <i>Handbook for Law Enforcement Officials on the Promotion and Protection of Human Rights in the Context of Peaceful Protests</i>.
Protection of persons deprived of liberty in the OSCE region — Anti-Torture	OSCE region	<ul style="list-style-type: none"> Launch of the ODIHR/Penal Reform International <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> in Russian. Training on monitoring weapons and restraints for the NPMs of Slovakia and France.

* There is no consensus among OSCE participating States on the status of Kosovo and, as such, the Organization does not have a position on this issue. All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.

Fund/Programme/Project	Region/country	Included work on:
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Freedom of Religion or Belief	Bosnia and Herzegovina	<ul style="list-style-type: none"> • Training on strategic human rights communication and coalition building on freedom of religion or belief for human rights activists, supported by the OSCE Mission to Bosnia and Herzegovina.
	Kosovo*	<ul style="list-style-type: none"> • A needs assessment exercise with various stakeholders across Kosovo* to customize ODIHR's training on freedom of religion or belief, non-violent communication and dialogue, supported by the OSCE Mission in Kosovo*.
	Central Asia	<ul style="list-style-type: none"> • Presentation of international FoRB standards during a conference on Religious Freedom and Security: Balancing Acceptable Restrictions in Countering Radicalization and Violent Extremism, organized by the Association of Religious Organizations of Kazakhstan (AROK).
	OSCE region	<ul style="list-style-type: none"> • Pilot Training-of-Trainers on Freedom of Religion or Belief and Security for freedom of religion or belief experts.
	OSCE region	<ul style="list-style-type: none"> • First draft of an explainer on Freedom of Thought.
	OSCE region	<ul style="list-style-type: none"> • Publication of <i>Belief Dialogue and Security: Fostering dialogue and joint action across religious and belief boundaries</i>.
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Anti-Trafficking	Central Asia	<ul style="list-style-type: none"> • Continued promotion of <i>National Referral Mechanism (NRM) Handbook, 2nd edition</i> across the OSCE region, including an online presentation to anti-trafficking stakeholders in Uzbekistan at a national roundtable on strengthening the Uzbek NRM.
	OSCE region	<ul style="list-style-type: none"> • Two training sessions on Trafficking in Human Beings and Border Security and Border Management, in Dushanbe and Vienna for the Border Management Staff College of the OSCE Programme Office in Dushanbe. • Virtual launch of the <i>Guidance on establishing and maintaining National Survivors of Trafficking Advisory Councils (NSTACs)</i> on the World Day Against Trafficking in Persons. • Launch of <i>Out of the Shadows: Addressing the Dynamics of Trafficking in Persons Belonging to Minorities, including National Minorities</i>, a joint publication by ODIHR and the OSCE Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings. • Two meetings of the 2nd International Survivors of Trafficking Advisory Council (ISTAC). • Warsaw Human Dimension Conference, three side events on: the <i>Guidance on establishing and maintaining National Survivors of Trafficking Advisory Councils (NSTACs)</i>; Enhancing a human rights-based and victim-centred approach to identification of and assistance to victims of human trafficking; and <i>Out of the Shadows: Addressing the Dynamics of Trafficking in Persons Belonging to Minorities, including National Minorities</i>. The last two events were co-organized with the OSR/CTHB.
	OSCE region	<ul style="list-style-type: none"> • Finalization of the policy guidance on <i>Survivor Informed Indicators to Identify Victims and Survivors of Trafficking of Human Beings</i>.
	Malta	<ul style="list-style-type: none"> • Training on multidisciplinary approaches to the identification and referral of victims of human trafficking within the National Referral Mechanism.
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Human Rights Gender and Security	OSCE region	<ul style="list-style-type: none"> • Participation in OSCE-led Regional Gender and Security conference. • Pilot training on Human Rights and Gender Assessment in the Armed Forces for the UK, Belgium and Austria. Publication of <i>Human Rights and Gender Assessment in the Armed Forces — Facilitators Guide</i>. • Warsaw Human Dimension Conference side event on promoting human rights-compliant and gender-responsive armed forces. • Two online consultations with the Civic Solidarity Platform Working Group on Women and Gender Realities in the OSCE region. • Support to Poland's evaluation of the Polish Women Peace and Security National Action Plan for 2018-2023 and development of their new NAP.
	Central Asia	<ul style="list-style-type: none"> • Training-of-Trainers on policing and human rights in the framework of the Women, Peace and Security agenda for the law enforcement of Uzbekistan and Kyrgyzstan.

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Fund/Programme/Project	Region/country	Included work on:
Protection of persons deprived of liberty in the OSCE region — Human Rights Gender and Security	OSCE region	<ul style="list-style-type: none"> • Publication of the <i>Quick Guide on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty</i>.
	Poland	<ul style="list-style-type: none"> • Roundtable on <i>Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty</i> with Polish state authorities. • Publication of the <i>Quick Guide on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty</i> in Polish.
	Serbia	<ul style="list-style-type: none"> • Training and follow-up activities for national human rights institutions and civil society organizations from Serbia on <i>Integrating the Issues of Sexual and Gender-Based Violence in Detention Monitoring</i>.
Increasing effectiveness, strengthening enabling environment for human rights defenders — Human Rights Defenders	OSCE region	<ul style="list-style-type: none"> • Further development of the FreedomLab platform, the online educational platform for human rights defenders, prioritizing digital safety and data security. • Development workshops for FreedomLab with web developer and ODIHR team. • Development of e-Learning course on Safety and Security in Human Rights Work, with a focus on risk management. • Testing, refinement and finalization of Starlight Stadium, ODIHR's online educational game for human rights defenders. • Translation of Starlight Stadium into Russian and Ukrainian. (Funded by the Ukraine project). • Launch of Starlight Stadium during the 2024 Warsaw Human Dimension Conference. • Development of a <i>Facilitator's Guide</i> for Starlight Stadium, to support the game's use by educators. • Promotion of Starlight Stadium among human rights defenders and educators.
	Poland	<ul style="list-style-type: none"> • Testing Episode 3 of Starlight Stadium with students from the College of Europe, Natolin
	Bosnia and Herzegovina	<ul style="list-style-type: none"> • Human rights monitoring training that included Starlight Stadium as an interactive educational tool. • Two follow-up workshops on the findings of ODIHR's assessment visit on the situation of human rights defenders and the implementation of ODIHR's recommendations, held in Sarajevo and Banja Luka.
Increasing effectiveness, strengthening enabling environment for human rights defenders — National Human Rights Institutions	OSCE region	<ul style="list-style-type: none"> • Two online meetings with NHRI focal points on the NHRI resilience assessment, resilience-building planning and follow-up. • Development of four step-by-step guides for NHRI focal points (Guides for Facilitators) on: conducting a resilience assessment; developing a resilience-building plan; conducting a risk assessment; and developing a risk management plan.
Human Rights Monitoring Fund — Ukraine Monitoring Initiative (UMI)	Ukraine	<ul style="list-style-type: none"> • Four monitoring missions to Kyiv. • Planning visit to Kyiv (meetings with CSOs). • Combined monitoring mission and planning visit (meetings with CSOs) to Kyiv.
	Estonia	<ul style="list-style-type: none"> • Monitoring mission to Tallinn.
	OSCE region	<ul style="list-style-type: none"> • Publication of the <i>Fifth Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>. • Publication of the <i>Sixth Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>. • Development of e-Learning course on Documenting Human Rights Violations in Times of Conflict and Crisis.

TOLERANCE AND NON-DISCRIMINATION

Fund/Programme/Project	Region/country	Included work on:
Strengthening Targeted Assistance and Response Structures for Hate Crime Victims in the OSCE Region (STARS)	EU Member States/ OSCE Region	<ul style="list-style-type: none"> • Presentations and training on hate crime victim support for law enforcement, (Romania, Poland, France and at a course organized by CEPOL). • Organizing a Diagnostic Workshop for Assessing National Structures and Services for Hate Crime Victim Support in the Czech Republic. • Online training for civil society representatives from Croatia, Finland and Ireland on the provision of effective support to hate crime victims. • Two public webinars on different ways to support hate crime victims (psychological and legal support). • Seven online expert meetings on different aspects of hate crime victim support for members of ODIHR's Expert Network on Hate Crime Victim Support.
Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities under the Programme for Combating Hate Crime	OSCE region	<ul style="list-style-type: none"> • Organizing international consultation meetings with representatives of civil society organizations and Christian communities on addressing anti-Christian hate crime and the security needs of Christian communities in Armenia and Canada. • Organizing a series of bilateral, online consultation meetings with representatives of Christian communities, civil society activists and academic experts on issues relating to intolerance against Christians. • Organizing expert discussions on the first draft of the practical guide on <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>. • Meeting with representatives of the Holy See in Rome to discuss the practical guide.

CONTACT POINT FOR ROMA AND SINTI ISSUES

Fund/Programme/Project	Region/country	Included work on:
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector	OSCE region	<ul style="list-style-type: none"> • Translation of <i>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities</i> into Spanish.
	Czech Republic	<ul style="list-style-type: none"> • Training-of-Trainers course on Addressing racially motivated crimes against Roma, Sinti and Travellers: Towards effective and non-discriminatory policing.
Assisting Participating States to Effectively Implement the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area	OSCE region	<ul style="list-style-type: none"> • Development of an advocacy handbook for Roma and pro-Roma women civil society organizations. • Preparation of guidelines for providing balanced, accurate and responsible coverage of Roma and Sinti issues in the media. • Workshop and report on Exploring Achievements and Challenges of the Past and Present: What Lies Ahead for the Future of Roma and Sinti Human Rights in the OSCE Area.
	Romania	<ul style="list-style-type: none"> • Training-of-Trainers course on Police and Roma: Effective and Human Rights Compliant Policing in Roma and Sinti Communities.
Advancing the Human Dimension of Security in Ukraine project	Ukraine	<ul style="list-style-type: none"> • Mentoring and guidance to Roma and pro-Roma human rights defenders to conduct human rights monitoring. • Preparation of a report on documented cases of human rights violations, challenges and persisting concerns facing Ukrainian Roma as a result of monitoring work carried out by Roma and pro-Roma human rights defenders. The report was presented during the 2024 Warsaw Human Dimension Conference. • Support for the participation of Roma civil society representatives and activists to OSCE human dimension events such as Supplementary Human Dimension Meetings I and III, and the Warsaw Human Dimension Conference.





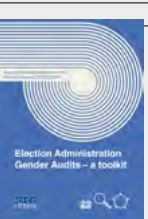
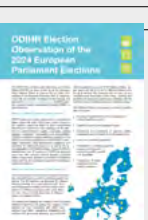
UKRAINE 2024








Fund/Programme/Project	Region/country	Included work on:
<p>Programme on ODIHR Support for and Engagement in Ukraine Project “Advancing the Human Dimension of Security in Ukraine”</p>	Ukraine	<ul style="list-style-type: none"> • Organizing a workshop and conference on Mapping the Challenges faced by Ukrainian Roma in War Time and Overcoming the Obstacles through Policy, Advocacy and Empowerment and publication and translation of the conference report. • Publication and translation of the <i>ODIHR Report on the Human Rights Situation of Internally Displaced Roma People in Ukraine</i>. • Organizing I-CHANGE Self-Advocacy training for 11 Roma women and feminist activists. • Organizing a consultative meeting with the Supreme Court of Ukraine on preparation of the handbook on the adjudication of war crimes. • Supporting a workshop on engaging the Ukrainian diaspora in reconstruction and development: human rights dimensions. • Organizing an ODIHR visit to Kyiv to meet Ukrainian stakeholders in the sphere of democratization and the rule of law. • Organizing a webinar series for Ukrainian law practitioners on the Application of International Law and Practices of Defence Counsel in Domestic War Crimes Cases. • Supporting the participation of Ukrainian Women’s Congress representatives in the XVI Polish Congress of Women in Gdańsk, Poland. • Supporting the Network of Gender Advisers in Ukraine. • Organizing a Warsaw Human Dimension Conference side event on the role of civil society and international actors in supporting adjudication of war crimes by national courts. • Holding a consultation with Ukrainian human rights defenders to contribute to the revision process of the <i>Guidelines on the Protection of Human Rights Defenders</i>. • Organizing a side event during the Warsaw Human Dimension Conference on addressing Roma human rights concerns in Ukraine through dialogue between government, civil society and the international community. • Training on digital safety and security for Ukrainian Roma and pro-Roma human rights defenders. • Commissioning a map of Roma and Sinti civil society organizations and related stakeholders in Ukraine. • Conducting a Training-of-Trainers workshop for the National Police of Ukraine on human rights-compliant policing of assemblies. • Organizing training for the ODIHR CSOs and Frontline Responders Platform on strengthening identification of victims of trafficking. • Conducting a series of online meetings of the CTHB platform for CSOs and frontline responders.




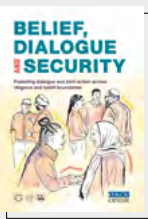


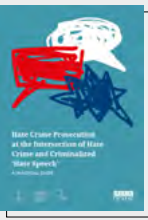
CHANGE 2024



Fund/Programme/Project	Region/country	Included work on:
Capitalizing on the Human Dimension Mandate to Advance Gender Equality (CHANGE)	OSCE region	<ul style="list-style-type: none"> Preparing a publication on the experiences and coping strategies of women in politics as part of the Addressing Violence Against Women in Politics in the OSCE Region Toolkit. Producing educational and awareness-raising videos on the institutional mechanisms that political actors in the OSCE region use to address Violence Against Women in Politics.
	OSCE region/ North Macedonia	<ul style="list-style-type: none"> Designing and delivering training on addressing Violence Against Women in Politics.
	Poland	<ul style="list-style-type: none"> Organizing a meeting to assess the status of human rights and fundamental freedoms and advances in gender equality in Poland. The meeting discussed policy priorities and opportunities for making further progress on gender equality through dialogue and collaborative action by institutional counterparts, civil society organizations and human rights defenders.
	Georgia and Poland	<ul style="list-style-type: none"> Organizing a study visit and peer exchange by human rights defenders and civil society organizations from Georgia with counterparts in Poland.
	North Macedonia and Poland	<ul style="list-style-type: none"> Organizing a study visit and peer exchange by political actors, NHRIs, human rights defenders and civil society organizations from North Macedonia with counterparts in Poland.
	Georgia, North Macedonia and Poland	<ul style="list-style-type: none"> Creating the CHANGE Transnational Network to Prevent, Address and Reverse Gender Backsliding in Georgia, North Macedonia and Poland. Designing the CHANGE Network's methodology to monitor gender backsliding in Georgia, North Macedonia and Poland. Drafting a pilot monitoring report on gender backsliding in Georgia, North Macedonia and Poland.
	OSCE region	<ul style="list-style-type: none"> Designing an inventory of tools in use to prevent, address and reverse gender backsliding in the OSCE region. Designing a guide on how democratic institutions and civil society organizations can respond to mobilization against gender equality and gender equality backsliding. Warsaw Human Dimension Conference side event on Engaging Men to Support Gender Equality: From Awareness to Action, co-organized with the OSCE WIN project. Finalizing the report and recommendations of the OSCE Conference on Engaging Men to Support Gender Equality. Beijing+30 Regional Review Meeting for Europe and Central Asia side event on the potential of transnational peer networks to reverse gender backsliding, co-organized with the Permanent Mission of the Republic of Poland to the UN. Designing a policy brief on working with religious actors to combat violence against women and girls.
	North Macedonia	<ul style="list-style-type: none"> Consultation, constructive exchange and building support among male allies from the Roma community in North Macedonia in support of gender equality.
	Poland	<ul style="list-style-type: none"> Supporting the launch of the Polish Women's Congress Flying Academy online platform for easy learning about gender equality basics in Polish. Supporting the XVI Polish Women's Congress.
	North Macedonia	<ul style="list-style-type: none"> Reviewing the previous parliamentary Gender Action Plan (GAP) and drafting a new GAP for 2025-2027.
OSCE region	<ul style="list-style-type: none"> Designing and delivering online webinar on the safety and resilience of women online as part of the '16 days of activism against gender-based violence' campaign. 	

ODIHR PUBLICATIONS IN 2024




Title	Month of publication	Description	Languages
	January	This publication provides information on when, where and how OSCE participating States promote the commemoration and study of the Holocaust, including the genocide of Roma and Sinti, in line with their OSCE commitments.	English
	February	This handbook updates the ODIHR methodology for the observation and assessment of ICT used during voting and counting processes and includes new aspects such as electronic registration, verification of voters and candidates, and cybersecurity issues.	English
	March	This report highlights the impact of activities carried out by the OSCE Office for Democratic Institutions and Human Rights (ODIHR) in 2023.	English
	April	The STARS initiative contributes to improving existing standards on hate crime victim support and enables criminal justice institutions, government representatives and civil society organizations to provide effective support to hate crime victims.	English
	April	This toolkit is designed for assessing the gender-responsiveness of election administrations across the 57 OSCE participating States. Conducting gender audits of EMBs is good practice for ensuring that women and men participate and benefit from the election administration and the electoral processes on equitable terms.	English
	May	This factsheet explains the purpose of the special election assessment mission to the 2024 European Parliament Elections.	English








Title	Month of publication	Description	Languages
	June	This guide examines the experience and practices of national stakeholders and sets out practical guidelines to follow when engaging with hate crime victims for policymaking or policy implementation purposes. It draws inspiration from the work that practitioners across the EU and OSCE region have done to support and protect victims of domestic violence, trafficking in human beings and war crimes.	English
	July	This guidance provides practical information for OSCE participating States on how to establish and structure National Survivors of Trafficking Advisory Councils (NSTACs).	English
	July	Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine	English Українська Русский
	September	This factsheet describes how ODIHR works in multiple areas to advance gender equality in political and public life.	English Русский
	September	This publication explains gender equality in political life in terms of access, voice and transformation and provides guidance on how to conduct a national assessment of gender equality in political life and on how to develop a national action plan based on the findings of the assessment.	English Русский
	September	This publication complements ODIHR's online gender audit tool and provides practical guidance on how to conduct gender audits and implement gender action plans.	English Русский
	September	This is a quick reference book containing practical information about the problem of sexual and gender-based violence (SGBV) in criminal justice facilities. It proposes various safeguards to prevent and respond to such violence. This guidance is for practitioners working in criminal justice systems, especially those involved in arresting, investigating, interviewing or detaining suspects, those accused of a crime and prisoners or detainees.	English Русский Polski



Title	Month of publication	Description	Languages
	September	This publication offers comprehensive guidance on how to conduct human rights and gender self-assessment in the armed forces to contribute to proper respect for, protection and promotion of the human rights and fundamental freedoms of armed forces personnel.	English
	October	This factsheet explains the purpose of the Limited Election Observation Mission to the United States General Elections.	English
	October	ODIHR regularly facilitates exchanges between civil society organizations, academia and OSCE field operations on conducting assembly monitoring. This report builds on these exchanges, focusing on the work of civil society actors in particular, and makes recommendations for participating States on how to facilitate the work of assembly monitors.	English
	October	This guide responds to calls from participating States for guidance and practical tools to help them create an environment that enables fruitful dialogue and joint action across religious and belief boundaries.	English Srpski
	October	This factsheet outlines ten guiding principles for the meaningful and considerate inclusion of hate crime victims' voices in policymaking and policy implementation processes. It summarizes the key points from the practical guide on <i>Including the Voices of Hate Crime Victims in Policymaking and Policy Implementation</i> .	English
	November	This explainer offers OSCE participating States, businesspeople, unions, civil society organizations and religious or belief groups practical recommendations to ensure respect for, and the protection of women's right to FoRB in employment.	English
	November	This guide outlines the legal and conceptual differences between hate crime and criminalized 'hate speech' and the consequences of misapplying 'hate speech' provisions to prosecute hate crime, providing practical guidance on how to avoid this; and making recommendations on how to improve practice at the national level.	English

Title	Month of publication	Description	Languages
	December	Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine	English
	December	This tool shows how parliamentary bodies for gender equality are one of the key gender mainstreaming mechanisms available to national parliaments, and assesses their role and function within parliaments.	English

TRANSLATIONS OF EARLIER PUBLICATIONS

Title	Original publication date	Languages
	2023	Русский Bosanski
	2023	Русский Українська
	2021	Français

Title	Original publication date	Languages
 <p>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</p>	2023	Srpski
 <p>Freedom of Religion or Belief and Security: Policy Guidance</p>	2019	Italiano
 <p>Addressing Violence against Women in Politics in the OSCE Region: Toolkit</p>	2022	Русский
 <p>Anti-Semitic Hate Crime factsheet</p>	2019	Español
 <p>Anti-Christian Hate Crime factsheet</p>	2018	Español
 <p>The Sensitive and Respectful Treatment of Hate Crime Victims</p>	2022	Čeština Español
 <p>Handbook for the Observation of Election Administration</p>	2023	Русский

Title	Original publication date	Languages
 <p data-bbox="316 271 536 315">Disability Hate Crime Factsheet</p>	2016	Español
 <p data-bbox="316 526 584 571">Gender-Based Hate Crime Factsheet</p>	2021	Español

LEGISLATIVE REVIEWS AND ASSESSMENTS

Released in 2024 (available on ODIHR's [website](#) and at www.legislationline.org)

	Country	Full Name of Legal Review or Legislative Assessment	Publication Date
1	Moldova	ODIHR Opinion on Certain Provisions of the Draft Law on the Status, Conduct and Ethics of the Members of Parliament of the Republic of Moldova	26 March 2024
2	Poland	ODIHR Urgent Interim Opinion on the Bill Amending the Act on the National Council of the Judiciary of Poland	8 April 2024
3	Serbia	ODIHR Urgent Opinion on Draft Amendments to Several Pieces of Election-related Legislation of Serbia	15 April 2024
4	Ukraine	ODIHR Opinion on the Draft Law of Ukraine on the Status of the Crimean Tatar People	16 May 2024
5	Italy	ODIHR Opinion on Certain Provisions of the Bill no. 1660 Relating to Countering Terrorism, Public Security, Protection of Personnel in Service and Prison Regulations in Italy	27 May 2024
6	Uzbekistan	Joint ODIHR-OSCE Representative on Freedom of the Media Opinion on the Draft Information Code of the Republic of Uzbekistan	29 May 2024
7	Georgia	ODIHR Urgent Opinion on the Law "On Transparency of Foreign Influence" of Georgia	30 May 2024
8	Georgia	ODIHR Opinion on Two Organic Laws of Georgia Amending the Election Code and the Law on Political Unions of Citizens in Relation to Gender Quotas	21 June 2024
9	Moldova	ODIHR Opinion on the Law on Partial Implementation of the Postal Vote in the Republic of Moldova	21 June 2024
10	Slovak Republic	ODIHR Urgent Interim Opinion on Article I of the Draft Act on "Some Measures to Improve the Security Situation in the Slovak Republic"	25 June 2024
11	Moldova	ODIHR Opinion on the Law on the External Evaluation of Judges and Candidates for the Position of Judge of the Supreme Court of Justice of the Republic of Moldova	1 July 2024
12	Montenegro	ODIHR Preliminary Opinion on the Law of Montenegro on Financing Political Entities and Elections Campaigns	31 July 2024
13	Poland	ODIHR Note on the Effects of Decisions of Judges Appointed in a Deficient Manner	12 August 2024
14	Poland	ODIHR Urgent Note on Judges and Prosecutors' Security Clearance, Access to Classified Information and Respect for Judicial Independence and Prosecutorial Autonomy and Independence	13 August 2024
15	Poland	ODIHR Opinion on Two Bills of the Republic of Poland on the Constitutional Tribunal (as of 24 July 2024)	24 August 2024
16	Cyprus	ODIHR Urgent Opinion on Draft Amendments to the Criminal Code of the Republic of Cyprus	3 October 2024
17	Montenegro	ODIHR Final Opinion on the Law of Montenegro on Financing Political Entities and Elections Campaigns	8 October 2024
18	Moldova	ODIHR Opinion on the Draft Law on the Status, Conduct and Ethics of the Members of Parliament of the Republic of Moldova	10 December 2024
19	Montenegro	ODIHR Comprehensive Assessment Report on the Lawmaking Process in Montenegro	30 December 2024
20	Ukraine	ODIHR Preliminary Opinion on the Draft Law "On Amendments to Certain Legislative Acts of Ukraine Regarding the Rules of Ethical Conduct of Members of Parliament of Ukraine (Code of Ethics)"	30 December 2024
21	Poland	ODIHR Final Opinion on the Act Introducing Amendments to the Act on the National Council of the Judiciary of Poland	31 December 2024

ODIHR ELECTION REPORTS AND STATEMENTS

Released in 2024

Early parliamentary elections, Spain, 23 July 2023

1. ODIHR EET Final Report

Early parliamentary elections, Slovakia, 30 September 2023

2. ODIHR EAM Final Report

Parliamentary elections, Poland, 15 October 2023

3. ODIHR LEOM Final Report

Federal elections, Switzerland, 22 October 2023

4. ODIHR EET Final Report

Local elections, Moldova, 5 November 2023

5. ODIHR EOM Final Report

Early parliamentary elections, Serbia, 17 December 2023

6. ODIHR EOM Final Report

Early presidential election, Azerbaijan, 7 February 2024

7. ODIHR EOM Interim Report
8. ODIHR EOM Preliminary Statement

Early parliamentary elections, Portugal, 10 March 2024

9. ODIHR NAM Report

Presidential election, Slovak Republic, 23 March 2024

10. ODIHR NAM Report
11. ODIHR EET Final Report

Early parliamentary elections, Croatia, 17 April 2024

12. ODIHR NAM Report
13. ODIHR EAM Final Report

Presidential and parliamentary elections, North Macedonia, 24 April and 8 May 2024

14. ODIHR NAM Report
15. ODIHR EOM Interim Report
16. ODIHR EOM Preliminary Statement (presidential)
17. ODIHR EOM Preliminary Statement (presidential 2nd round and parliamentary)
18. ODIHR EOM Final Report

Presidential election, Lithuania, 12 May 2024

19. ODIHR NAM Report

Presidential election, Iceland, 1 June 2024

20. ODIHR NAM Report

Local elections, Serbia, 2 June 2024

21. ODIHR EOM Interim Report
22. ODIHR EOM Preliminary Statement
23. ODIHR Final Report

Federal elections, Belgium, 9 June 2024

24. ODIHR NAM Report

European Parliament elections, 6-9 June 2024

25. ODIHR NAM Report
26. ODIHR SEAM Preliminary Statement
27. ODIHR SEAM Final Report

Early parliamentary elections, Bulgaria, 9 June 2024

28. ODIHR NAM Report
29. ODIHR EET Final Report

General elections, San Marino, 9 June 2024

30. ODIHR NAM Report

Parliamentary elections, Mongolia, 28 June 2024

31. ODIHR NAM Report
32. ODIHR Interim Report
33. ODIHR EOM Preliminary Statement
34. ODIHR EOM Final Report

Early parliamentary elections, France, 30 June 2024

35. ODIHR NAM Report

General elections, United Kingdom, 4 July 2024

36. ODIHR NAM Report

Early Parliamentary elections, Azerbaijan, 1 September 2024

37. ODIHR EOM Preliminary Statement

Parliamentary elections, Austria, 29 September 2024

38. ODIHR NAM Report

Local elections, Bosnia and Herzegovina, 6 October 2024

- 39. ODIHR NAM Report
- 40. ODIHR EOM Interim Report
- 41. ODIHR EOM Preliminary Statement

Presidential election, constitutional referendum, Moldova, 20 October and 3 November 2024

- 42. ODIHR EOM Interim Report
- 43. ODIHR EOM Preliminary Statement
- 44. ODIHR EOM Preliminary Statement, 2nd Round

Parliamentary elections, Georgia, 26 October 2024

- 45. ODIHR NAM Report
- 46. ODIHR EOM Interim Report
- 47. ODIHR EOM Preliminary Statement
- 48. ODIHR EOM Final Report

Parliamentary elections, Uzbekistan, 27 October 2024

- 49. ODIHR NAM Report
- 50. ODIHR EOM Preliminary Statement

General elections, United States of America, 5 November 2024

- 51. ODIHR NAM Report
- 52. ODIHR LEOM Interim Report
- 53. ODIHR LEOM Preliminary Statement

Presidential election, Romania, 24 November 2024 and parliamentary elections, Romania, 1 December 2024

- 54. ODIHR NAM Report

Early parliamentary elections, Ireland, 29 November 2024

- 55. ODIHR NAM Report

Parliamentary elections, Tajikistan, 2 March 2025

- 56. ODIHR NAM Report

NEEDS ASSESSMENT MISSIONS CONDUCTED IN 2024

	Country	Election type	Election date
1	Portugal	Early parliamentary	10 March 2024
2	Slovakia	Presidential	23 March 2024
3	Croatia	Early parliamentary	17 April 2024
4	North Macedonia	Parliamentary and presidential	24 April and 8 May 2024
5	Lithuania	Presidential	12 May 2024
6	Iceland	Presidential	1 June 2024
7	Belgium	European Parliament and parliamentary	9 June 2024
8	Bulgaria	Early parliamentary	9 June 2024
9	San Marino	Early general	9 June 2024
10	Mongolia	Parliamentary	28 June 2024
11	United Kingdom	General	4 July 2024
12	France	Early parliamentary	30 July 2024
13	Austria	Parliamentary	29 September 2024
14	Bosnia and Herzegovina	Local	6 October 2024
15	Georgia	Parliamentary	26 October 2024
16	Uzbekistan	Parliamentary	27 October 2024
17	United States of America	General	5 November 2024
18	Romania	Presidential and parliamentary	24 November and 1 December 2024
19	Ireland	General	29 November 2024
20	Liechtenstein	Parliamentary	9 February 2025
21	Germany	Early parliamentary	23 February 2025
22	Tajikistan	Parliamentary	2 March 2025
23	Albania	Parliamentary	15 May 2025

ELECTION FOLLOW-UP VISITS IN 2024:

	Country	Follow-up type	Dates
1	Montenegro	Presentation of the Final Reports on the 2023 presidential and parliamentary elections	6-9 February 2024
2	Estonia	Presentation of the Final Report on the 2023 parliamentary elections	20-23 February 2024
3	Uzbekistan	Presentation of the Final Report on the 2023 early presidential election	25–27 March 2024
4	Armenia	Follow-up joint Opinion on the electoral reform of Armenia	25-26 March 2024
5	Poland	Meeting with the National Election Commission in anticipation of the full-fledged follow-up visit	27 June 2024
6	Poland	Presentation of the Final Report on the 2023 parliamentary elections	11-13 September 2024
7	Montenegro	Presentation of Preliminary Opinion on the Law of Montenegro on the Financing of Political Parties and Electoral Campaigns	4-6 September 2024
8	Serbia	Presentation of Final Report on the 2023 early parliamentary elections	24-26 September 2024
9	North Macedonia	Consultation visit following the publication of ODIHR EOM Final Report on the 2024 presidential and parliamentary elections	15-18 October 2024
10	European Parliament	Presentation of the Final Report on the 2024 elections	26-27 November 2024

