



MEMORANDUM

To: Vice-President Kari Henriksen

From: Secretary General Roberto Montella

Re: Gender Representation in OSCE PA events, activities and media outreach material

Date: 08 October 2019

Dear Vice-President Henriksen, Dear Kari,

Thank you very much for raising concerns about gender representation during the Marrakech meeting of the Standing Committee. I have taken careful note of your advice which I view as an important contribution in advancing gender mainstreaming and balance.

As I mentioned in my reply to your Standing Committee statement, I have made it a priority of my tenure as Secretary General to advance gender mainstreaming and balance in the International Secretariat of the OSCE PA as well as in the Leadership appointments made by the President upon the advice of the Secretary General.

I will continue to address the gap during the coming years as a number of staff of the International Secretariat will leave the organisation and as new recruitments will take place.

I would also like to reassure you that we have made some important steps forward during the past few years.

Since I took over the responsibility of OSCE PA Secretary General in January 2016, increased comparative balance has for instance been achieved in the nomination of leadership positions in our Election Observation Missions. I have attached some data which illustrates this. I am also pleased to note that 5 out of 7 Special Representatives / Rapporteurs appointed in 2019 are women. In the International Secretariat, where I have a direct responsibility, I have very recently hired women for positions in the Media Department, Election Department and appointed a woman in a Senior Management position as Chief of Administration and Finance. This is work in progress and more needs to be done, I agree.

I am confident that we will continue to improve gender mainstreaming and balance, not least related to exposure in the media.

Meanwhile, I have enclosed herewith some statistical data which perhaps helps better identify the outstanding gaps and how to address them:

- The Panels of the Marrakech Autumn meeting
- Media outreach material
- Election leadership of Election Monitoring Missions since January 2016
- Gender disaggregated data of participation to OSCE PA events in 2018-2019
- Gender disaggregated data of Special Representatives/Rapporteurs appointments since 2016

I hope you find it useful.

In conclusion, let me thank you once again for your valuable contribution. I stand ready to provide any clarification or additional information regarding the aforementioned data. I thank you once again for raising these important issues.

Sincerely yours,

A handwritten signature in black ink that reads "Roberto Montella". The signature is written in a cursive, flowing style.

Roberto Montella

1- The Panels of the Marrakech Autumn meeting

The responsibility for the programme of an OSCE PA conference is shared between the International Secretariat and the host parliament. As such, both the host parliament and the International Secretariat invited guest speakers.

In light of the fact that the host parliament was initially planning on inviting male only speakers, the International Secretariat sent an early gender warning at the time of the Luxembourg session. Here is an excerpt of the message we sent to Rabat:

“I take this opportunity to make a general remark, for the moment there is not yet a single woman identified as speakers in the different sessions. It is counterproductive to have panels of men only (a pejoratively termed "manels" in the OSCE) because some participants will inevitably notice it and criticize it. In any case, be aware that this would require us to identify moderators (our Vice-Presidents, for example) for sessions 1, 2 and 3. So let's try to feminize the agenda as much as possible!”

11 July 2019

The message was positively received in Rabat and, as a consequence, several women speakers were identified by the host parliament:

- Session 1: Ms. Mbarka Bouaida, President of the Guelmim-Oued Noun Region, was undoubtedly one of the prominent speakers of the conference. Having already accomplished an outstanding parliamentary and governmental career despite her young age, she became the first ever women elected at the leadership of a Moroccan region in July 2019
- Session 3: Dr. Mariam Ait Ahmed, Professor of the University of Ibn Tufail and International Expert in Religion and Belief. She is the first woman to be awarded the International Religious Dialogue Prize in 2013

The International Secretariat invited the following women speakers:

- Mediterranean Forum: Ambassador Claudia Wiedey, Head of the Delegation of the European Union to the Kingdom of Morocco
- Session 2: Ms. Teresa Botella, Deputy Chief of Mission of the International Organization for Migration (IOM) in Morocco

Last week, Dr. Mariam Ait Ahmed and Ambassador Claudia Wiedey both cancelled their participation to the conference due to changes in their agendas. Without these last-minute cancellations, we would have had at least one-woman panellist in every session.

As for the Chairing of the Sessions: Vice-Presidents Allizard, Wicker, de Sena (co-chairing), Cederfelt (co-chairing) and Henriksen. We had a good gender representation.

2- Media outreach material

In selecting photos for uploading on Flickr and publicizing the Assembly's work on our website and social media platforms, great care is taken to ensure as much gender balance as possible and to highlight the work of women. Naturally, however, the photos only reflect the reality of what is taking place in our meetings, our field work and our election observation missions, and if women are underrepresented in these activities, there will consequently be an imbalance portrayed in photos as well.

The report on the Luxembourg Annual Session that was recently published is a good example and contains prominent pictures of women MPs (Elona Gjebrea Hoxha, Margareta Kiener Nellen, Margareta Cederfelt, Nilza de Sena, Sofio Katsarava, Nahima Lanjri, Doris Barnett, Hedy Fry, etc).

You will see from the raw figures of participation (following pages of this document) that we have indeed a problem of representation of women in our meetings and activities. But this is a problem that is beyond the control of the International Secretariat. We should try to encourage more and more a gender balance composition of national delegations and members sent to election observation missions. This will positively affect the media profiling.

However, with this mind, a number of steps can be taken to ensure the best possible optics in our public affairs material:

- 1) We can refrain from using photos that only feature men.
- 2) We can implement a quota system in our photo selection to ensure equal representation of men and women.
- 3) We can try to ensure that women are always included in our activities, which in turn would ensure that they are portrayed in photos.

The latter is obviously the best course of action.

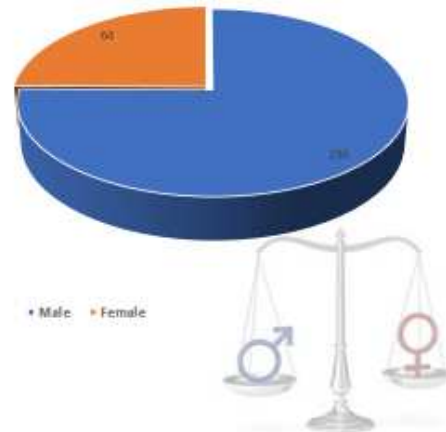
3- Election leadership of Election Monitoring Missions since January 2016

2019 EOM gender participation

Leadership

2019	Country of Observation	Surname	Name	Mr./Ms. SC/HoD
24-Feb	Moldova	Tsereteli	George	Mr. SC
24-Feb	Moldova	Henriksen	Karl	Ms. HoD
31-Mar	Ukraine	Kanerva	Ilkka	Mr. SC
31-Mar	Ukraine	Barnet	Doris	Ms. HoD
21-Apr	North Macedonia	Mauborgne	Sereine	Ms. SC
21-Apr	North Macedonia	Lopatka	Reinhold	Mr. HoD
09-Jun	Kazakhstan	Tsereteli	George	Mr. SC
09-Jun	Kazakhstan	Kiener Nellen	Margret	Ms. HoD
21-Jul	Ukraine	Kanerva	Ilkka	Mr. SC
21-Jul	Ukraine	Mauborgne	Sereine	Ms. HoD
				50% 5 out of 10 women overall women leaders

Membership

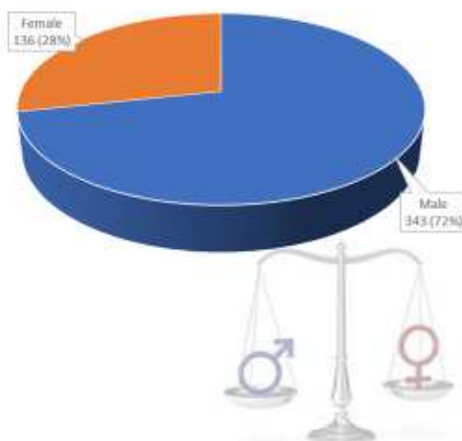


2018 EOM gender participation

Leadership

2018	Country of Observation	Surname	Name	Mr./Ms. SC/HoD
04-Mar	Italy	Cederfelt	Margareta	Ms. HoD
18-Mar	Russian Federation	Link	Michael George	Mr. SC
19-Mar	Russian Federation	Tideli	Marietta	Ms. HoD
11-Apr	Azerbaijan	Sena	Nilza	Ms. SC
11-Apr	Azerbaijan	Kiener Nellen	Margret	Ms. HoD
24-Jun	Turkey	Sanchez-Amor	Ignacio	Mr. SC
24-Jun	Turkey	Osusky	Peter	Mr. HoD
07-Oct	Bosnia and Herzegovina	Voridis	Mavroudis	Mr. SC
07-Oct	Bosnia and Herzegovina	Kauma	Pia	Ms. HoD
28-Oct	Georgia	Vigenin	Kristian	Mr. SC
28-Oct	Georgia	Cederfelt	Margareta	Ms. HoD
06-Nov	United States of America	Tsereteli	George	Mr. SC
06-Nov	United States of America	Santos	Isabel	Ms. HoD
09-Dec	Armenia	Osusky	Peter	Mr. SC
09-Dec	Armenia	Lanjri	Nahima	Ms. HoD
				53% 8 out of 15 women overall women leaders

Membership

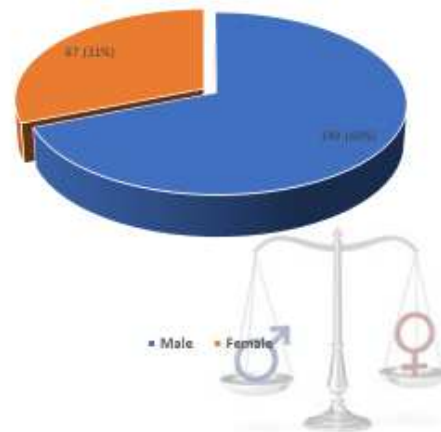


2017 EOM gender participation

Leadership

2017	Country of Observation	Surname	Name	Mr/Ms	SC/HoD
01-Apr	Armenia	Sanchez Amor	Jose Ignacio	Mr.	SC
01-Apr	Armenia	Bekkevold	Geir Joergen	Mr.	HoD
25-Jun	Albania	Battelli	Roberto	Mr.	SC
25-Jun	Albania	Tidel	Marietta	Ms.	HoD
26-Jun	Mongolia	Picchi	Guglielmo	Mr.	SC
26-Jun	Mongolia	Varemenos	Georgios	Mr.	HoD
24-Sep	Germany	Tseretelli	George	Mr.	SC
24-Sep	Germany	Santos	Isabel	Ms.	HoD
15-Oct	Kyrgyzstan	Gulyev	Azay	Mr.	SC
15-Oct	Kyrgyzstan	Gerasymov	Artur	Mr.	HoD
					20% women leaders
					2 out of 10 women overall

Membership

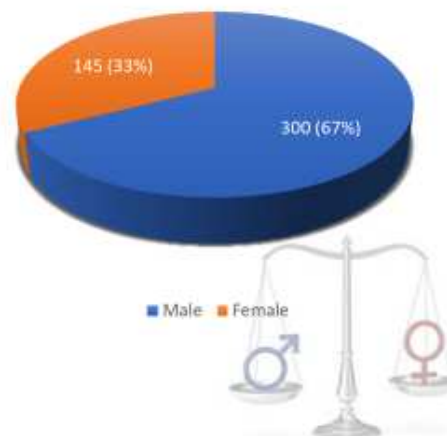


2016 EOM gender participation

Leadership

2016	Country of Observation	Surname	Name	Mr/Ms	SC/HoD
20-Mar	Kazakhstan	Tidel	Marietta	Ms.	SC
21-Mar	Kazakhstan	Bekkevold	Geir Joergen	Mr.	HoD
11-Sep	Belarus	Harstedt	Kenit	Mr.	SC
11-Sep	Belarus	Dobesova	Ivana	Ms.	HoD
18-Sep	Russian Federation	Kanerva	Ilkka	Mr.	SC
18-Sep	Russian Federation	Tidel	Marietta	Ms.	HoD
08-Oct	Georgia	Sanchez Amor	Ignacio	Mr.	SC
08-Oct	Georgia	Picchi	Guglielmo	Mr.	HoD
16-Oct	Montenegro	Cederfelt	Margareta	Ms.	SC
16-Oct	Montenegro	Gulyev	Azay	Mr.	HoD
30-Oct	Moldova	Dade	Arta	Ms.	SC
30-Oct	Moldova	Bekkevold	Geir Joergen	Mr.	HoD
08-Nov	United States of America	Muttonen	Christine	Ms.	SC
08-Nov	United States of America	Voridis	Makis	Mr.	HoD
11-Dec	Former Yugoslav Republic of Macedonia	Battelli	Roberto	Mr.	SC
11-Dec	Former Yugoslav Republic of Macedonia	Gulyev	Azay	Mr.	HoD
					38% women leaders
					6 out of 15 women overall

Membership



4- Gender disaggregated data of participation to OSCE PA events in 2018-2019

Annual Sessions

27th Annual Session of the OSCE PA, Berlin, 7-11 July 2018

MPs

Men. – 182

Women. – 69 (27%)

28th Annual Session of the OSCE PA, Luxembourg, 4-8 July 2019

MPs

Men. – 186

Women. – 69 (27%)

Autumn Meetings

OSCE PA Autumn Meeting 2018, Bishkek, 3-6 October 2018

MPs

Men. – 110

Women. – 33 (23%)

Autumn Meeting of the OSCE PA, Marrakech, 4-6 October 2019

MPs

Men. – 128

Women. – 54 (29%)

Winter Meetings

17th Winter Meeting of the OSCE PA, Vienna, 22-23 February 2018

MPs

Men. – 171

Women. - 61 (26%)

18th Winter Meeting 2019, Vienna, 21-22 February 2019

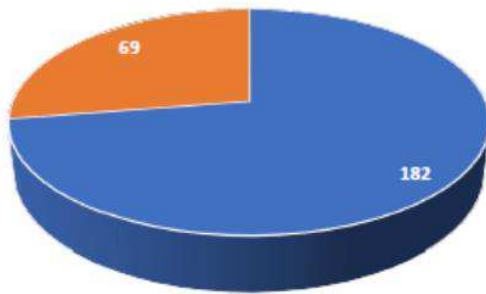
MPs

Men. – 178

Women. – 61 (25%)

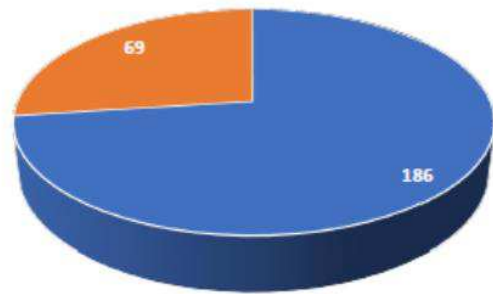
Annual Sessions

27th Annual Session of the OSCE PA,
Berlin, 7-11 July 2018, MPs



Male Female

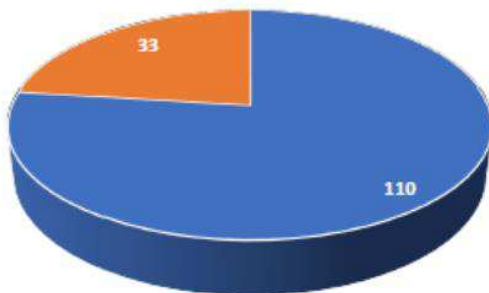
28th Annual Session of the OSCE PA,
Luxembourg, 4-8 July 2019, MPs



Male Female

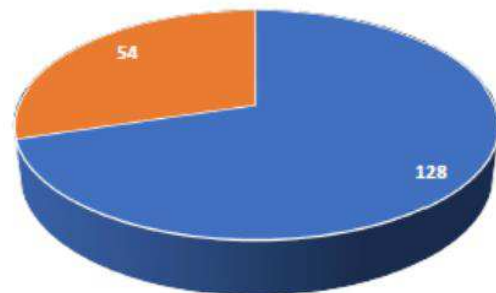
Autumn Meetings

OSCE PA Autumn Meeting 2018, Bishkek,
3-6 October 2018, MPs



Male Female

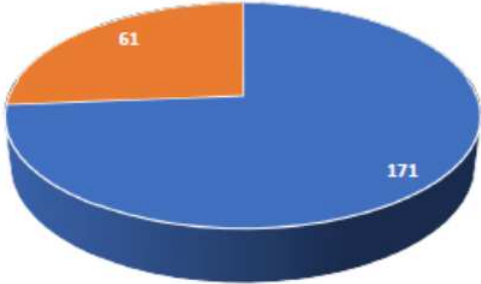
OSCE PA Autumn Meeting 2019, Marrakech,
4-6 October 2019, MPs



Male Female

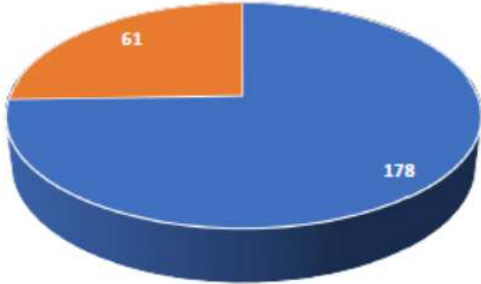
Winter Meetings

17th Winter Meeting 2018, Vienna, 22-23
February 2018, MPs



Male Female

18th Winter Meeting 2019, Vienna, 21-22
February 2019, MPs



Male Female

5- Gender disaggregated data of Special Representatives/Rapporteurs and ad hoc Committees heads appointments since 2016

2016 :

- Christine Muttonen, Central and Eastern Asia ♀
- Kent Harstedt, Belarus/Eastern Europe ♂
- Kristian Vigenin, South Caucasus ♂
- Illka Kanerva, Mediation ♂
- Filippo Lombardi, Migration ♂

2017 :

- Pascal Allizard, Mediterranean Affairs ♂
- Makis Voridis, Countering Terrorism ♂

2018 :

- Roman Haider, Central and Eastern Asia ♂
- Mark Pritchard, South East Europe ♂
- Nahima Lanjri, Migration ♀

2019:

- Torill Eidsheim, Arctic Issues ♀
- Margareta Cederfelt, Nemtsov enquiry ♀
- Pia Kauma, Civil Society ♀
- Irene Charalambides, Fighting Corruption ♀
- Luca Santolini, Desinformation and Propaganda ♂
- Adid Qayyum Raja, Countering Terrorism ♂
- Lisa Chambers, Countering Terrorism ♀

There were 17 appointments since 2016, 7 of which were women appointees (41%). In 2019, there were 7 appointments, 5 of which were women appointees (71%).