

Democracy and Human Rights in the OSCE

OSCE Office for Democratic Institutions and Human Rights Annual Report



ODIHR's impact in 2025

Democracy and Human Rights in the OSCE

OSCE Office for Democratic
Institutions and Human Rights
Annual Report

2025



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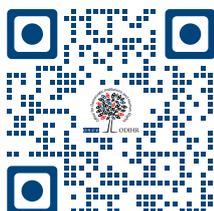
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Design by Homework



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ODIHR Director's foreword



Fifty years ago, the states that signed the Helsinki Final Act recognized that security cannot be sustained through military means or political dialogue alone. They acknowledged that respect for human rights and fundamental freedoms, democratic governance and the rule of law is essential to security and stability both between and within states. This remains just as valid today and continues to guide the OSCE's comprehensive approach to security and ODIHR's daily work.

The persistence of armed conflict, political polarization and human rights violations across the OSCE region has shown that where democratic institutions are weakened, where fundamental freedoms are restricted or where discrimination and exclusion go unaddressed, risks to security deepen. ODIHR was established in response to this reality, not with the expectation that commitments alone would prevent crisis, but to help participating States strengthen the institutions and practices that can withstand pressure, manage tensions and build tolerant and safe societies in which all voices are heard and the rights of every individual are respected.

Beginning with the Helsinki Final Act, the now 57 participating States of the OSCE adopted a wide-ranging set of politically binding commitments relating to what has become known as the human dimension of security. These commitments were developed and agreed on by all OSCE states, which undertook to uphold them voluntarily. They affirm the OSCE's comprehensive security concept, in which the human dimension has equal weight with politico-military cooperation or economic and environmental governance.

As the primary OSCE institution tasked with safeguarding the human dimension, ODIHR has a broad mandate to help participating States “ensure full respect for human rights and fundamental freedoms, to abide by the rule of law, to promote principles of democracy and ... to build, strengthen and protect democratic institutions, as well as promote tolerance throughout society.”

Across the OSCE region, pressures on democratic institutions and human rights have intensified, driven by

armed conflict, rapid technological change, growing social divisions and rising intolerance. These dynamics cannot be addressed through short-term responses or quick fixes alone. They require sustained engagement, early intervention and institutions capable of identifying risks, strengthening resilience and supporting dialogue before divisions harden and violence becomes more likely.

ODIHR's work responds directly to these needs. Through legal reviews, election observation and follow-up, training for parliaments, judiciaries and security sector actors, and targeted support to civil society and vulnerable communities, the Office contributes to stronger institutions, greater public trust and more resilient societies. This practical engagement is central to conflict prevention and long-term stability.

Going forward, ODIHR will continue to prioritize assistance that is operational, evidence-based and results-oriented. The Office will deepen its work on electoral integrity, including in digital environments; strengthen support for judicial independence and accountability; expand its engagement on combating hate crime and strengthening community security; and address emerging risks linked to new technologies and shrinking civic space. Throughout, ODIHR will remain guided by its mandate, the dedication and expertise of its staff, and by the understanding that security and respect for human rights are mutually reinforcing.

Ultimately, the effectiveness of the OSCE's human dimension depends on the determination of participating States to uphold their commitments and their willingness to engage with each other and with ODIHR. The Office stands ready to continue supporting states in meeting their obligations and in strengthening the democratic foundations that underpin security across the OSCE region.

A handwritten signature in blue ink, which appears to be 'Maria Telalian'.

Maria Telalian, ODIHR Director

Overview

In 2025, ODIHR's work responded to a complex and increasingly volatile security environment across the OSCE region, shaped by armed conflict, heightened polarization, transnational threats, shrinking civic space and declining trust in public institutions. Against this backdrop, ODIHR continued to advance the OSCE's comprehensive approach to security, grounded in the understanding that lasting security and stability depend on respect for human rights and fundamental freedoms, democratic governance, the rule of law and inclusive societies free from discrimination.

Based on its unique mandate, established on the commitments made by all OSCE participating States to uphold democratic principles and respect for human rights, as well as its long-standing expertise, ODIHR supported states through impartial, context-sensitive and demand-driven assistance. Across all areas of its mandate, the Office drew on its many years of experience in political dialogue, expert analysis and practical capacity building, to support and bring together a wide range of stakeholders key to security, from state institutions to civil society.

Throughout the year, ODIHR delivered direct and practical results, with a strong focus on effectiveness, sustainability and regional impact.

Key Results

1. STRENGTHENING DEMOCRATIC RESILIENCE AND INSTITUTIONAL STABILITY

Objective: Reduce risks of political instability and erosion of public trust by strengthening democratic institutions and the rule of law.

- **39 legal reviews published in 2025**, an increase of over 50 per cent compared to 2024, reflecting high confidence by participating States in ODIHR's impartial legal assistance.
 - **13 election activities conducted in 2025**, including:
 - 13 pre-election needs assessment visits
 - 13 election observation activities
 - 1,113 observers deployed from 50 participating States (539 women)
 - 41 election reports and **318 recommendations**, supported by **11 follow-up visits** to assist implementation
 - ODIHR marked **25 years of election-related legal assistance**, supporting participating States in improving election laws and advancing inclusive and consultative reforms. In 2025, the Office focused particularly on election administration, voter registration, campaign finance oversight and safeguards against the misuse of public resources, contributing to greater transparency and integrity of electoral processes.
 - Parliamentary assistance provided to **at least seven national parliaments**, strengthening integrity systems, parliamentary ethics, oversight of the security sector and scrutiny of emergency powers.
 - Findings published on trial monitoring conducted in **Kazakhstan**, covering **35 criminal cases and more than 400 court hearings**, to support fair trial standards and judicial accountability.
- Security impact:** Improved democratic processes and public confidence, strengthened judicial independence, more resilient democratic institutions, and reduced risks of political contestation escalating into instability.

2. ADVANCING HUMAN RIGHTS-COMPLIANT SECURITY THROUGH JUSTICE RESPONSES AND RESPECT FOR FUNDAMENTAL FREEDOMS

Objective: Increase the effectiveness and legitimacy of security and justice responses in fragile and conflict-affected contexts.

- Continued assistance to Ukraine's justice sector, with **training delivered online and in person to over 85 judges, prosecutors and defence attorneys** on international criminal law, international humanitarian law and human rights law in domestic war crimes proceedings.
- **Two ODIHR reports published in 2025** documenting violations of international humanitarian law and international human rights law in Ukraine arising in the context of the war in Ukraine from a **total of eight reports** since the Russian Federation's invasion of Ukraine in February 2022.
- **Two advanced counter-terrorism courses to train 29** mid- and senior-level officials, including law enforcement, prosecutors, crisis management agencies and military intelligence. Training focused on operational decision-making, intelligence handling, arrest and detention, and investigative techniques fully compliant with human rights standards.
- Monitoring of peaceful assemblies in **Kyrgyzstan and Slovakia**, with approximately **150 peaceful assemblies monitored in 36 participating States** over 15 years.
- Findings contributed to the **7th Assembly Monitoring Cycle Report**, with concrete recommendations to authorities and direct engagement with law enforcement, municipalities and civil society.
- Publishing guidelines on integrating Roma and Sinti issues in the work of National Human Rights Institutions and National Equality Bodies.

Security impact: Improved operational effectiveness of security actors, strengthened legitimacy of justice responses and strengthened trust between authorities and civil society.

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

Objective: Reduce societal fragmentation and the risk of violence through effective hate crime responses, combating discrimination and increasing the public participation of targeted communities.

- Hate crime training and technical assistance activities provided in 10 participating States, strengthening national ownership and response.
- 23 international trainers certified to deliver hate crime training to police and prosecutors.
- ODIHR's **2024 Hate Crime Report** documented **12,714 incidents** reported by civil society, including **5,370 detailed case summaries**, providing a robust evidence base for prevention.
- Expanded publication series on the security needs of religious communities, including new guidance on responding to **anti-Christian hate crimes** through inclusive, victim-centred approaches.
- New policy guidance to strengthen national authorities' hate crime response and address its root causes.
- Policymakers in 12 European states trained to address anti-Semitism in education, in partnership with UNESCO.
- ODIHR's **Roma Security Guide** translated and launched nationally, including in Spain, in cooperation with ministries of interior and security institutions. National and regional authorities committed to:
 - Integrating guidance into law enforcement training
 - Distributing materials to national prosecutors
 - Embedding community-based security approaches in policy and practice
- Continued **assistance to Ukrainian authorities** in addressing wartime challenges for Roma through exchange of leading practices, developing practical tools and policy support.
- Continued training for front-line police and civil society organizations on preventing racial profiling and responding effectively to hate crime.
- Continued **training for police** on effective and human rights-compliant policing and effective and non-discriminatory policing in Roma and Sinti communities.

Security impact: Improved victim protection, greater trust between communities and authorities, and stronger conflict prevention measures.

4. STRENGTHENING INCLUSIVE GOVERNANCE, CIVIL SOCIETY AND SOCIAL RESILIENCE

Objective: Address structural drivers of exclusion that undermine stability and security.

- New policy tools developed and operationalized, including:
 - *Gender Parity Roadmap*
 - *Sarajevo Tool* for engaging male political leaders
- Targeted workshops for parliamentarians, party leaders and municipal councillors translated commitments into concrete institutional measures, including gender audits, codes of conduct and quota systems.
- Support to parliaments to become more accessible and inclusive for people with disabilities.
- ODIHR's **FreedomLab** reached record engagement, with **1,800+ users** accessing its three top e-courses in 2025, including a new course on **risk management for human rights defenders**.
- Continued support to civil society through training, dialogue and participation in key platforms, including the **Warsaw Human Dimension Conference**, which saw record participation under the Finnish Chairpersonship.

Security impact: More inclusive and representative institutions, empowered civil society, and stronger social resilience.

Overall impact

In 2025, ODIHR delivered measurable, expert-led, demand-driven assistance that strengthened:

- Institutional legitimacy
- Public trust
- Community security
- Conflict prevention

These results confirm ODIHR's role as a key contributor to security in the OSCE region, recognizing that respect for human rights, democratic governance and non-discrimination are essential preconditions for stability and peace.

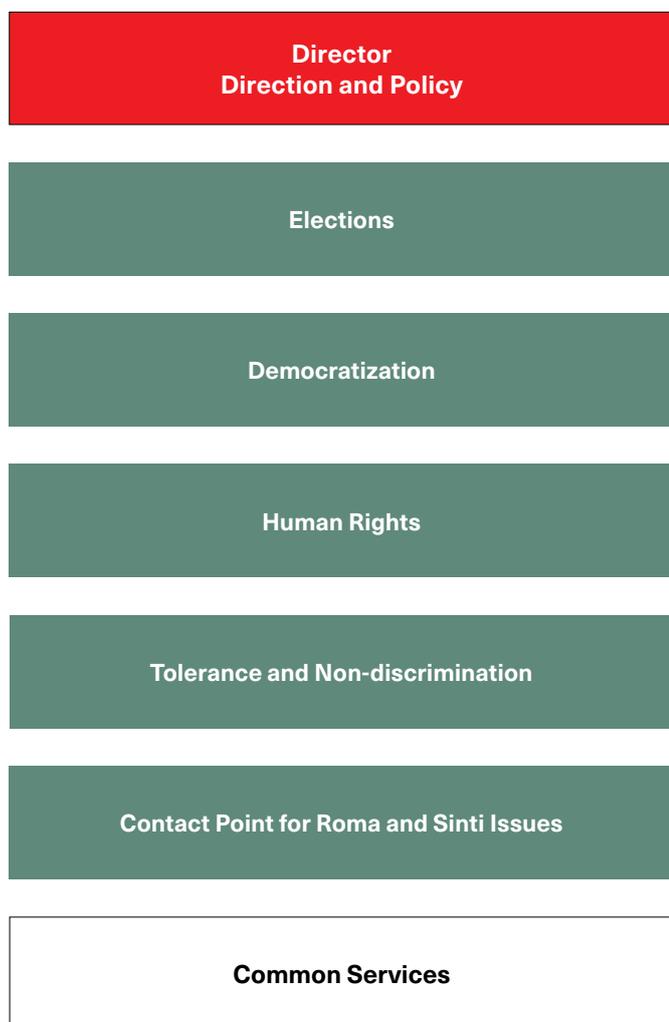
5. HARNESSING OPPORTUNITIES AND RESPONDING TO THE EMERGING SECURITY RISKS OF NEW TECHNOLOGIES

Objective: Safeguard democratic space and public trust in the fast-evolving digital age.

- Policy guidance developed on **freedom of thought and artificial intelligence**, addressing risks posed by AI-enabled manipulation, neurotechnologies and disinformation.
- Building on its long-standing election observation methodology, ODIHR further strengthened its comprehensive approach to observing **online campaigning and the role of social media**, analysing states' preparedness and assessing legal frameworks, the broader digital environment, online campaign finance, state coordination efforts, cooperation with platforms, data protection safeguards and media literacy.
- Continuing work to combat violence against women and girls in the digital sphere.

Security impact: Improved rights-compliant use of new technologies and enhanced resilience of democratic processes against emerging threats of digitalization.

ODIHR structure and budget



<p>ODIHR employed</p> <p>139</p> <p>people on fixed term contracts, including:</p>		
<p>47</p> <p>men</p>	<p>92</p> <p>women</p>	<p>27</p> <p>nationalities</p>
<p>31</p> <p>of which were extra budgetary positions</p>	<p>72</p> <p>local staff</p>	<p>67</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
Total Fund Resources	16,394,000

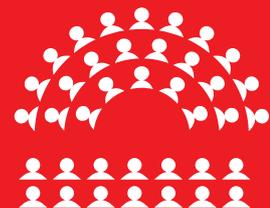
€ 7,484,542 Extrabudgetary actual expenditure

PART I

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

Amid growing challenges to democracy and the rule of law, increasing resistance to gender equality and inclusion, and an ongoing erosion of public confidence in democratic institutions across much of the OSCE region, ODIHR has continued to support participating States in fulfilling their commitments to ethical and effective parliamentary governance, judicial independence and genuinely democratic elections.

The impact stories in this section demonstrate the diverse ways in which ODIHR supports governments, parliaments, judiciaries and institutions in becoming more democratic, representative and accountable, helping to boost public trust. Collectively, these efforts help strengthen resilience against democratic backsliding and foster more stable and secure societies.



1.1

Demand for ODIHR’s legal expertise rises, helping strengthen democratic resilience and civic space

Pressures on democratic institutions, judicial independence and civic space continue to increase in the OSCE region. Legislation impacting fundamental freedoms and the checks and balances essential to democratic governance is often drafted and adopted at an expedited pace or under emergency measures, leaving little opportunity for thorough, inclusive and participatory consultation or robust parliamentary scrutiny.

At the request of national authorities, parliaments, ombudspersons, courts and OSCE field offices, ODIHR reviews draft and existing legislation and provides legal opinions, guidelines and advice. In 2025, ODIHR published 38 legislative reviews, an unprecedented number compared to previous years and over 50 per cent more than in 2024. (See [Annexe — Legislative Reviews and Assessments](#))

This continued demand for legislative support underscores the confidence of participating States in ODIHR’s ability to provide timely, impartial and implementable guidance. Timing matters, and where requests were urgent, ODIHR delivered within days, ensuring that rights-based analysis was available to inform public and parliamentary debate when required. Topics included safeguarding judicial independence, strengthening the integrity and accountability of public institutions and revising draft laws that risked unduly restricting freedoms of association, peaceful assembly and expression.

In this way, ODIHR’s assistance also contributed to institutional stability and long-term security grounded in democratic legitimacy.



A member of ODIHR’s Legislative Support Unit reviews a piece of legislation following a request from an OSCE participating State.

ODIHR recommendations lead to draft amendments to Cyprus assembly law

Following the adoption of the Law on Public Gatherings and Parades to regulate the exercise of the right to freedom of peaceful assembly in Cyprus in July 2025, the Chair of the Parliament’s Human Rights Committee asked ODIHR for an urgent legal opinion to assess the law’s compliance with international human rights standards and OSCE commitments.

The Urgent Opinion received widespread public and media attention, triggering parliamentary debate and amendment proposals based on ODIHR’s findings, which have been submitted to the Parliament for discussion and are pending immediate adoption [at the time of publication]. Among the positive changes introduced by the draft amendments are the removal of the ban on face coverings during peaceful assemblies, the elimination of the requirement to designate a specific organizer responsible for the event, and the establishment of more stringent rules governing the dispersal of assemblies [Em dash] now framed as a measure of last resort, all of which reflect the recommendations made by ODIHR.



NEARCHOS KYPRIANOU

Politis online news service, 7 October 2025

... the intervention of the Office for Democratic Institutions and Human Rights, reflecting its strong criticism just a few days after the adoption of the law [...] today forces the State, the executive and legislative power to come back with serious corrective moves to change important points of the law”

2025 ODIHR Legal Reviews

34 requests for legislative assistance

39 legal reviews published

Legislative Assistance provided to **15** OSCE participating States

Armenia	Freedom of expression
Bulgaria	Non-discrimination Freedom of association
Cyprus	Freedom of assembly
Estonia	Internet voting
Georgia	Freedom of assembly (2)
Kyrgyzstan	Election
Moldova	Electoral corruption Parliamentary reform (4) Parliamentary oversight Lawmaking Judiciary
Mongolia	Political parties (3) Freedom of the media
Montenegro	Political parties Election (2)
North Macedonia	Election
Poland	Political parties Judicial reform (2)
Serbia	Election (5)
Slovakia	Freedom of association
Ukraine	Judicial integrity (2) Protection of lawyers Counter-terrorism
Uzbekistan	Protection of online users
All	Freedom of association



1.2

ODIHR marks 25 years of electoral legal assistance

In 2025, ODIHR marked an important milestone: twenty-five years of legal assistance to strengthen the integrity and transparency of elections across the OSCE region. During this period, ODIHR's work has supported numerous reforms, helping ensure that participating States have electoral laws that foster transparency and public confidence in their democratic systems.

Since 1999, ODIHR has published some 200 legal opinions on the electoral frameworks of 30 OSCE participating States, ranging from the first assessments in Tajikistan and Belarus in 1999 to ongoing work in Mongolia, Croatia and Ukraine,



Piotr Dziubak

25 years at the forefront of electoral legal assistance: ODIHR's election legal assistance as a part of its follow-up work, Warsaw, Poland, 7 October 2025



NIKOLA MUGOŠA
former Chairperson of Montenegro's
Central Election Commission

Working with ODIHR has helped our election administration build skills, spot areas for improvement and apply best practices to make our elections stronger and more transparent.”

including 16 opinions published in 2025. These legal reviews and other assistance have played a vital role in identifying areas for reform, guiding legislative amendments and promoting adherence to international standards.

The Office has contributed significantly to the development of improved electoral frameworks in many countries, with ODIHR opinions often leading to positive reforms. These include the better composition and functioning of election commissions, ensuring universal suffrage rights, increasing the accuracy of voter registers and strengthening oversight of campaign finance and administrative resources. These opinions, particularly when read together with the recommendations from ODIHR's election observation reports, have provided clear, actionable pathways to help bring national legislation into alignment with OSCE commitments and international standards.

2025 Election observation and follow-up

13
pre-election needs
assessment visits

13
election observations
in 13 OSCE participating
States

1,113
observers deployed
from

50
participating States
including

539 women
41 election reports
318 recommendations
11 follow-up visits

1.3

Strengthening election observation in the digital age

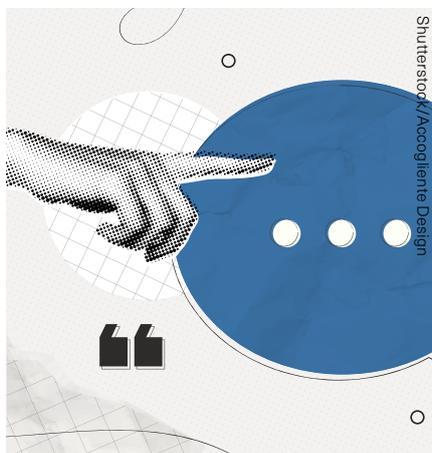
Social media has fundamentally reshaped how election campaigns are conducted across the OSCE region. Online platforms enable political contestants to reach voters directly, mobilize supporters and engage in debate at unprecedented scale and speed. At the same time, they have become a space where disinformation, illicit campaigning practices and foreign interference can flourish, often faster than regulatory and institutional responses.

There is a growing awareness among participating States of the risks associated with the online campaign environment. Elections observed by ODIHR in 2024 and 2025 demonstrated that digital campaigning is no longer a peripheral issue but a core element of electoral integrity, with direct implications for transparency, equal opportunity and voter trust, which underpin the stability and security of democracies.

Building on its mandate and long-standing methodology, ODIHR further strengthened its comprehensive approach to observing online campaigning and the role of social media in elections. Rather than treating digital campaigning as a standalone phenomenon, ODIHR assesses it through multiple, interconnected lenses. These include the legal and regulatory framework governing online campaigning, the broader digital environment and media landscape, campaign finance and data protection rules, cooperation between authorities and social media platforms, and the level of digital and media literacy among voters and stakeholders.

This multidimensional approach has allowed ODIHR to assess not only how campaigns unfolded online, but

also to what extent states were prepared to detect, prevent and respond to manipulative practices when they arose. ODIHR observation findings highlighted recurring patterns across countries, offering lessons that extended well beyond individual elections.



In several elections, ODIHR observed extensive use of social media by all political contestants, often in environments characterized by low levels of digital and media literacy. This created vulnerabilities to disinformation and harmful content, particularly during the final stages of campaigns. Observation missions also documented widespread attempts to manipulate online visibility through inauthentic behaviour that included coordinated networks, automated accounts and, increasingly, AI-generated content. Such practices were used both to promote preferred candidates and to discredit opponents.

Many political parties, civil society organizations and media representatives lacked the resources and expertise to respond effectively to sustained online attacks. ODIHR noted limited awareness among stakeholders of applicable legal frameworks and of the respective roles of

election authorities, regulators and law enforcement bodies. The decentralized and often extraterritorial nature of social media platforms further complicated accountability, leaving uncertainty over which institutions had jurisdiction or enforcement powers.

However, ODIHR's observations also revealed positive practices. Where authorities engaged in early awareness-raising on cyber threats and established mechanisms for coordination with civil society and other stakeholders, risks were better mitigated. Conversely, ODIHR noted that delayed publication of risk assessments by social media platforms limited their usefulness and reduced opportunities for timely, independent scrutiny.

The impact of this work goes far beyond documenting specific challenges. By refining its methodology and consistently integrating online campaigning into election observation, ODIHR has helped participating States better understand the scale and complexity of digital threats to elections. The findings and recommendations generated through this work support better informed policy debates, highlight the need for earlier and clearer institutional responses, and underline the importance of comprehensive digital media literacy programmes.

As election campaigns continue to migrate online, ODIHR's experience demonstrates that credible election observation must evolve accordingly. Strengthening preparedness, transparency and resilience in the digital campaign environment is now an essential part of safeguarding democratic elections across the OSCE region.

1.4

Advancing judicial independence to strengthen democracy across the OSCE region



Judicial independence, which is the basis of fair trials, respect for fundamental rights and the rule of law, and an anchor of economic stability and predictability, is coming under sustained pressure across the OSCE region. Political interference, weak judicial self-governance, and declining public trust have become common challenges in some established democracies as well as numerous countries undergoing justice reform. Weak judicial independence, fragile institutions and incomplete reforms not only undermine the rule of law, but also pose risks to institutional stability and public trust, with broader implications for democratic resilience and comprehensive security. To address these concerns and support participating States

in fulfilling their commitments on the rule of law, ODIHR organized a conference entitled Rule of Law and Independence of Administrative Justice. The two-day event brought together more than 50 judges, civil society representatives, judicial council members, academics, and international experts from Eastern Partnership states,* EU Member States, and other OSCE participating States. High-level panel discussions explored how administrative, civil, and criminal courts are affected by increasing political pressure and weakening institutional safeguards.

* The EU's Eastern Partnership Countries are: Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. However, the EU is currently not engaging with representatives of Belarus public bodies and state-owned enterprises.

Judges described the concrete risks they face, from politically motivated disciplinary proceedings to opaque appointment processes. Civil society participants described the increasingly shrinking civic space and how attacks on activists undermine accountability and public oversight. Despite differences between countries, participants recognized that these trends threaten democratic resilience across the region.

Participants concluded that judicial independence cannot be protected without meaningful accountability and transparency, that reforms must involve civil society from the outset to maintain public trust and legitimacy, and that international standards can be enforced most effectively when they are translated into practical tools.



“

VARAZDAT MIKAELYAN

Judge of the Administrative Court
of the Republic of Armenia

The event helped highlight the specific challenges administrative courts face and the importance of working together to improve the safeguards that protect judicial independence.”

The conference further increased cooperation between judges and civil society. As several participants noted, aspiring autocrats often target both groups simultaneously, using state power to silence critics and undermine institutional checks. By building trust between these communities, the conference helped reinforce a shared understanding that judicial independence and civic activism are mutually reinforcing goals.

The discussions also resulted in the development of the framework for a new ODIHR tool to strengthen judicial independence in administrative justice. Participants identified safeguards for administrative courts, as well as the need for integrity mechanisms that are trusted by both the judiciary and the public.

For many judges, this was a rare opportunity to discuss openly the challenges they face. Civil society organizations emphasized that hearing similar concerns from

across the region validated their own work and showed that threats to judicial independence occur in both developed and transitional democracies. **Participants also stressed that international organizations like ODIHR play a critical role not only in offering expert advice, but in creating platforms where people from diverse (and even adversarial) backgrounds can collaborate safely and constructively.**

ODIHR will continue this work as it develops the new tool and supports participating States in strengthening administrative justice systems across this region. The conference was funded by two ODIHR projects: Stronger Democratic Institutions in Eastern Partnership Countries, an ODIHR project supported and funded by the EU and co-financed by France, Italy, Norway, and Switzerland, and Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region.



Piotr Dziubak

Conference on rule of law and the independence of administrative justice, Warsaw, Poland, 29–30 October 2025

1.5

Supporting trial monitoring to strengthen the rule of law across the OSCE region

Trial monitoring is a valuable tool for strengthening the rule of law and promoting transparency, both key elements of robust democracies. Respect for fair trial rights is enshrined in the commitments made by all OSCE participating States and ODIHR's mandate. Trial monitoring can be particularly useful for assessing the judicial response to extraordinary events, such as trials of those arrested during mass protests or demonstrations.

Publication of the *Trial Monitoring Report, Kazakhstan* in 2025 marked the completion of a two-and-a-half-year trial monitoring project, and contributes to a better understanding of how these cases were handled by the authorities. At the invitation of the Supreme Court of the Republic

of Kazakhstan, ODIHR monitored 39 cases related to the so-called January 2022 protests for their fairness and respect for fair trial rights. The cases involved 139 defendants and more than 400 court hearings.

The monitoring, conducted in line with ODIHR's trial monitoring methodology and following well-established principles of impartiality and objectivity, offered an objective assessment of Kazakhstan's response to the January 2022 protests. This included an analysis of how the cases were processed by the judiciary, with a particular focus on the defendants' fair trial rights and the rights of victims if violations took place. The recommendations contained in the report aim to support national stakeholders in further strengthening

fair trial rights and can also be used by civil society and activists in Kazakhstan when advocating for judicial reforms and respect for fair trial rights.

ODIHR also hosted the 2025 annual trial monitoring meeting in Warsaw, which, as each year, offered a platform for practitioners from across the OSCE region involved in trial monitoring to share experiences and perspectives on trial monitoring activities. The meeting also covered other areas of monitoring, such as the work of judicial councils and judicial appointments.

Since the publication of *Trial Monitoring: A Reference Manual for Practitioners* in 2012, a number of OSCE field operations have requested training on trial monitoring



Panelists at the ODHR Warsaw Human Dimension Conference side event, 'Trial monitoring — an effective tool for supporting justice reform and judicial accountability', Warsaw, Poland, 10 October 2025



“

DARKO AVRAMOVSKI

Executive Director of the All for Fair Trials Coalition

The event was exceptionally well designed, and the exchange of experiences was both insightful and very much needed for practitioners working on trial monitoring in challenging environments. I particularly appreciated the constructive atmosphere and the openness of all participants.”



“

ELENI SIRRI

Legal and Criminalization Coordinator at the Greek NGO, Border Violence Monitoring Network (BVMN). The organization uses trial monitoring as a tool to stop the criminalization of migration.

Attending the annual trial monitoring meeting was important to us, since we are looking at ways to expand our project to other locations. It has been a valuable experience to be able to engage in discussions and learn from experienced monitors.”

methodology. In 2025, ODIHR supported a two-day advanced training for experienced trial monitors from the OSCE Mission in Kosovo.*

The training covered best practices in trial monitoring and updates on specific trial monitoring focus areas for the Mission, including war crimes, domestic violence, corruption and property cases.

On the margins of the 2025 Warsaw Human Dimension Conference, an ODIHR side event highlighted how trial monitoring contributes to respect for fair trial rights and accountability. Discussions underscored the vital role of civil society, particularly in documenting and monitoring war crimes cases, and enhanced participants’ understanding of ODIHR’s trial monitoring methodology.

* 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.



Participants of the Annual Trial Monitoring Meeting 2025, Warsaw, Poland, 25–26 November 2025

1.6

Supporting Ukraine's democratic readiness

Future elections in Ukraine will take place in a highly complex and challenging context in the OSCE region. Years of war have profoundly affected the country's institutions, infrastructure and society, while, at the same time, reinforcing Ukraine's commitment to democratic governance and European integration. Preparing for credible, inclusive and secure elections in this environment is not just a technical task, but a central element of sustainable recovery for the future.

Over 2025, ODIHR significantly deepened its engagement with Ukrainian counterparts to support this process. This work was grounded in OSCE commitments and ODIHR's mandate to assist participating States in bringing their electoral legislation and practice into line with international standards, while fully respecting Ukraine's sovereignty and decision-making authority.

ODIHR's approach focused on sustained, structured cooperation. Building on past observation missions and recommendations, the Office worked closely with the Central Election Commission (CEC), legislators, civil society and international partners to facilitate informed dialogue on the conditions necessary for elections.

A milestone in this engagement was a conference organized by ODIHR and the Central Election Commission in Kyiv in December, in partnership with the International Foundation for Electoral Systems and International IDEA, dedicated to reviewing the implementation of ODIHR electoral recommendations. The event brought together election administrators, parliamentarians, civil society organizations and international experts, creating a rare space for open, technically-grounded discussion at a critical moment of reform planning.



OLEH DIDENKO
Chair of the Central Election Commission of Ukraine

The recommendations of ODIHR are an important reference point for us as we prepare for Ukraine's future elections. This cooperation allows us to look honestly at existing challenges, learn from international experience and ensure that our preparations are aligned with democratic standards, even under extremely difficult circumstances."



Panel discussion at the expert dialogue 'On the Path to the EU: Overview of OSCE/ODIHR Recommendations on Elections in Ukraine', Kyiv, Ukraine, 15 December 2025



International Foundation for Electoral Systems (IFES)



International Foundation for Electoral Systems (IFES)

Panel discussion at the expert dialogue 'On the Path to the EU: Overview of OSCE/ODIHR Recommendations on Elections in Ukraine', Kyiv, Ukraine, 15 December 2025

ODIHR complemented this dialogue with legal analysis and advisory support, helping Ukrainian stakeholders assess which elements of the electoral framework may require adjustment, including displacement, accessibility, security constraints and the use of technology. Importantly, this work acknowledged that not all challenges can be addressed through legislation alone, highlighting the need

for institutional capacity building and realistic implementation timelines.

Lessons from this work underscore the importance of early engagement, transparency and inclusive dialogue in post-conflict settings. Elections held under extraordinary conditions require not lower standards, but greater clarity about what is feasible, how to manage risk and how to maintain public trust.

ODIHR plans to expand its technical cooperation with Ukraine in 2026, through legislative reviews, expert consultations and continued support to the CEC and other stakeholders. By investing in preparedness now, ODIHR and its Ukrainian partners are laying the groundwork for elections that can be a credible milestone in Ukraine's democratic recovery, security and European future.

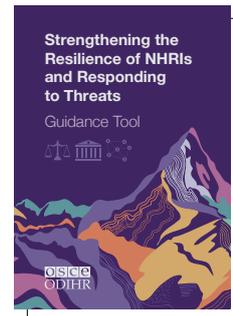
1.7

Supporting NHRIs to adapt and respond effectively to challenges

National Human Rights Institutions (NHRIs) work to promote and protect the human rights of everyone in their countries and play a vital role in ensuring security and building trust in our democratic societies.

However, growing numbers of NHRIs across the OSCE region are facing challenges and threats from the ever-shrinking civic space and pressures on human rights, hindering their ability to perform effectively. NHRIs therefore need to adapt rapidly, maintain service delivery under pressure and recover their operational capacity while safeguarding staff well-being and institutional integrity.

ODIHR's *Strengthening the Resilience of NHRIs and responding to Threats – Guidance Tool* guides NHRIs on how to build and maintain long-term resilience and prepare themselves to respond to threats. It identifies NHRIs strengths and provides actionable recommendations for both NHRI leaders and staff to build and maintain long-term resilience. It includes guidance on crisis and risk management, as well as checklists for developing resilience strategies and action plans. Using this publication as a basis, ODIHR has developed dedicated workshops on resilience building and risk management, and a training course on crisis management for NHRIs.



ODIHR Training on Crisis Management for National Human Rights Institutions (NHRIs), Warsaw, Poland, 14–15 October 2025

“

REPRESENTATIVE OF THE NHRI OF MONTENEGRO

Although we cannot predict crises, with successful management we can reduce the negative impact on human rights. The training was highly informative and interesting, and provided theoretical and practical insights, strategic understanding and engagement with a lot of colleagues from different backgrounds.”



“

REPRESENTATIVE OF THE GREEK NHRI

This was high-quality training with modern training methods that helped my understanding and ability to digest the knowledge shared, and it was very insightful for delivering our NHRI's mandate.”



ODIHR Training on Crisis Management for National Human Rights Institutions (NHRIs), Warsaw, Poland, 14–15 October 2025

Effective crisis management reduces the harm caused by disruptive events, safeguards beneficiaries and stakeholders, enables faster recovery and helps to preserve institutional reputation, public trust and operational continuity. It is essential for NHRIs to anticipate potential threats, build up institutional resilience and be better prepared to handle any crisis while continuing their work.

In this context, in October, ODIHR organized a training course for NHRIs on crisis management, to equip them with the knowledge, tools and strategies to learn from past experiences and better respond to future crises. A new initiative for ODIHR, this course was targeted at

senior- and management-level NHRI staff. Twenty-two representatives of 17 different NHRIs from across the OSCE region and a representative of the European Network of National Human Rights Institutions (ENNHRI) took part. The training was designed to help participants understand how to navigate crises while continuing to fulfil their human rights mandate. Through group exercises, interactive discussions and exploration of real scenarios, participants learnt about identifying their vulnerabilities and the crises that could arise, how to distinguish between types of crises and the core elements of a crisis and its phases.

The course demonstrated gaps in NHRI crisis management planning and the need for more training and support for NHRIs from ODIHR in this area. Participants noted both the absence of crisis management plans in their institution and their ad hoc, reactive responses when a crisis occurs. This event built on the ODIHR's previous work to improve the institutional resilience of NHRIs, which has become increasingly important in recent years. Participants reported that the course greatly improved their understanding of crisis management and committed to implement what they had learned within their NHRIs.

1.8

Strengthening electoral processes through targeted follow-up to advance inclusion and gender equality

In 2025, ODIHR's election follow-up activities continued to bridge the gap between recommendations and reform, assisting participating States in translating commitments into measurable improvements in their electoral processes. Building on decades of observation experience, ODIHR continues to refine its approach to post-election engagement, ensuring that follow-up is not just a procedural step but becomes a catalyst for sustainable institutional change.

At the heart of ODIHR's follow-up work are consultations with national authorities, election administrators, parliaments, civil society organizations and oversight institutions. These dialogues provide a platform to jointly assess progress on recommendations

and identify practical entry points for reform. In 2025, ODIHR conducted 11 follow-up visits to assist countries in implementing ODIHR recommendations and provided 12 legal reviews in 7 countries on different aspects of election-related legislation.

Throughout the year, particular focus was placed on enhancing women's political participation and integrating a stronger gender perspective into all aspects of electoral reform. ODIHR's election final reports include gender-related recommendations, which address the persistent barriers faced by women voters and candidates, including unequal financing, online harassment and under-representation in decision-making bodies.



ZOFIA LUTKIEWICZ
President, Political Accountability Foundation

Having a dedicated follow-up meeting on gender, alongside the traditional civil society roundtable, was an important opportunity to discuss a topic that is often overlooked among all the issues plaguing electoral integrity in Poland. The variety of stakeholders present allowed for frank conversation, which resulted in practical solutions on how to increase the participation of women in the election administration, as well as in public life in general."



Prof. Dżubak

Consultation meeting on gender-related ODIHR electoral recommendations, Warsaw, Poland, 27 November 2025



Piotr Dziubak



Piotr Dziubak



Piotr Dziubak

Consultation meeting on gender-related ODIHR electoral recommendations, Warsaw, Poland, 27 November 2025

Organizations advocating for greater women's participation use ODIHR recommendations as advocacy tools, strengthening their ability to monitor reforms and contribute to public debate.

ODIHR also organizes multi-stakeholder roundtables dedicated to promoting gender-responsive electoral frameworks. They bring together civil society organizations, election management bodies, academics and parliamentary partners. The

discussions often lead to meaningful commitments, such as improved collection of gender-disaggregated data, gender audits of election management bodies or political parties, or the inclusion of provisions that ensure equitable access to the campaign for women candidates.

Several lessons emerge from this work. First, achieving meaningful reform requires sustained engagement throughout the entire electoral cycle; short-term actions

are most effective when anchored in long-term institutional partnerships. Second, integrating a gender angle cannot be treated as a parallel track; mainstreaming gender across all follow-up discussions and technical advice increases both the quality and inclusivity of outcomes. Finally, the reforms are most successful where authorities embrace an inclusive approach, recognizing the value of ODIHR's impartial expertise and the essential contributions of civil society.

1.9

Mobilizing male politicians to empower women in politics

Across the OSCE region, men remain significantly over-represented in parliaments, governments and party leaderships. At the same time, gender equality in politics is still too often seen as a 'women's issue'. At a time of stagnation and organized backlash against gender equality, achieving gender-responsive, inclusive institutions depends in large measure on whether male politicians use their power and privilege to drive change rather than preserve the status quo.

Recognizing these challenges, in 2025 ODIHR published the *Sarajevo Tool for Engaging Male Politicians in Achieving Gender Equality in Politics*. Building on an expert meeting held the previous year in Sarajevo, this tool explains the fundamental importance of men's engagement and offers practical recommendations for male politicians as individual leaders, party actors, parliamentary leaders and members of government. It is designed as

a hands-on resource that can be used in national strategies, party reforms, parliamentary initiatives and leadership training. The tool has been translated into Bosnian and promoted by the OSCE Mission to Bosnia and Herzegovina to support its use across South-Eastern Europe.

ODIHR then used the global platform of the 69th Commission on the Status of Women to promote the use of this new tool. A side event, jointly organized by ODIHR, the European Union, Bosnia and Herzegovina, Finland and Germany, brought together politicians, gender equality institutions and civil society to present the *Sarajevo Tool* and exchange good practices. ODIHR also contributed to the OSCE Chairpersonship Conference on Gender Equality in May, including a dedicated session on engaging men and boys for gender equality.



DR. DAG SCHÖLPER
Executive Director, Bundesforum Männer/Federal Forum Men, Berlin, Germany

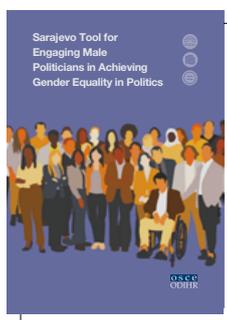
When men take on care work, foster healthy relationships and commit themselves to non-violence, they help build communities where everyone can thrive, with dignity, balance and genuine opportunity.

Sarajevo Tool for Engaging Male Politicians in Achieving Gender Equality in Politics — at a glance

Why? To inspire male politicians from being passive supporters to accountable, transformative leaders for gender equality in politics.

Who? This tool is for both male and female politicians, party strategists, parliamentary leaders and gender equality institutions.

How? Concise explanations, questions for reflection, checklists and action-oriented recommendations tailored to different political roles.





“

JOVANA DRAGOVIĆ

President of the Women's Association of the Europe Now Movement in Montenegro

Getting men into the arena of the struggle for gender equality is absolutely crucial, and this workshop showed how to do it. I'm leaving with concrete tools to challenge stereotypes, and I'm genuinely grateful for that.”



Workshop for parliamentarians, party representatives and municipal councillors, Budva, Montenegro, 18–19 November 2025

At the same time, ODIHR worked to turn these ideas into concrete commitments. In November 2025, together with the OSCE Mission to Montenegro and the Parliament of Montenegro, ODIHR organized a two-day workshop for parliamentarians, party representatives and municipal councillors. Structured around the *Sarajevo Tool*, the workshop supported participants in analysing barriers to women's political participation, reflecting on male

power and privilege in politics and formulating personal and institutional commitments to advance gender equality in politics. Male political leaders committed to conducting gender audits of political parties, developing party policies on gender equality, advancing party self-regulation such as gender-sensitive Codes of Conduct and supporting party quotas and representation targets within party bodies.



Workshop for parliamentarians, party representatives and municipal councillors, Budva, Montenegro, 18–19 November 2025

1.10

Improving parliamentary oversight to strengthen democracy in the OSCE region

Parliamentary oversight is a cornerstone of democratic governance and a long-standing commitment of OSCE participating States. Oversight stands alongside representation and lawmaking as one of the three core functions of parliament, essential for ensuring that the executive remains accountable, transparent and responsive. ODIHR supports participating States in strengthening the institutional conditions that enable effective oversight, including through comparative analysis, guidance and peer exchange.

In 2025, ODIHR released *Parliamentary Oversight of the Executive in the OSCE Region*, an extensive mapping of oversight mechanisms. Drawing on input from parliaments across the OSCE region, the publication provides a clear, accessible overview of existing rules, practices and institutional challenges, serving as a practical resource for legislators and parliamentary staff seeking to improve oversight procedures.

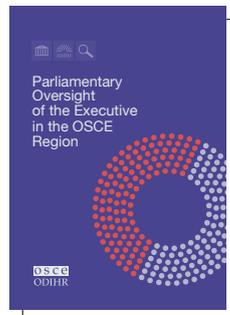
To accompany the launch, ODIHR and the OSCE Parliamentary Assembly hosted a webinar entitled *Checks and Balances in Action: Strengthening Accountability through Parliamentary Oversight in the OSCE Region*. Members of parliament Ulrik Nilsson and Marina Pendeš as well as Jorum Duri from Transparency International shared their experiences and challenges, while ODIHR presented the publication's key findings. The webinar underlined ODIHR's role as a knowledge hub, and set the stage for deeper regional cooperation on the topic and follow-up with parliaments across the OSCE region.



ULRIK NILSSON

Member of the Swedish Parliament

Democracy needs good losers and decent winners; parties that respect each other. The fundamental thing is that, next time, the situation may be reversed. Then you will be treated in the same way you treated your opponents. To learn from this, it is vital to research the core of a situation and not dwell too much on the political conclusions. Only by finding the root cause [of an ethical/oversight situation] will it be possible to learn from what's happened and to avoid it in the future."





Parliamentary Oversight conference, Warsaw, Poland, 3–4 November 2025

Building on this, in November, ODIHR and OSCE Field Operations jointly organized a conference that brought together members of parliament, senior parliamentary staff and representatives of OSCE Field Operations to strengthen regional cooperation on effective and inclusive parliamentary oversight. The event aimed to reaffirm oversight as a core parliamentary function, facilitate peer exchange on practical

tools and innovations, and promote gender-sensitive and integrity-based approaches to accountability. The conference culminated in a visit to the Polish parliament, providing a hands-on perspective on committee-based accountability. Tangible outcomes included the identification of practical challenges by participants and development of concrete proposals for enhancing the effectiveness of parliamentary

oversight in their countries. ODIHR now intends to develop a dedicated line of support to strengthen parliamentary oversight systems across the OSCE region.

These activities demonstrate the readiness of participating States to engage in constructive peer learning and demonstrated ODIHR's valued role in supporting accountable, transparent and inclusive legislatures.

Improving Moldova's parliamentary oversight framework

In 2025, ODIHR reviewed the Moldovan parliament's Draft Code on the Organization and Functioning of Parliament, focusing on strengthening parliamentary oversight. The [Opinion](#) offers concrete and practical recommendations to reinforce oversight tools, ensure timely executive cooperation and enhance the role of the opposition. It also encourages stronger engagement with independent oversight bodies and civil society, along with more robust oversight over budgets, human rights, the security sector and emergency powers. This assistance aims to help Moldova strengthen democratic accountability by establishing a more effective, transparent, gender-sensitive, inclusive and participatory oversight framework in line with international good practice.



Boosting parliamentary integrity in practice

ODIHR helps national parliaments across the OSCE region to strengthen their integrity systems and foster public trust in democratic institutions. The Office has been providing tailored assistance to the National Assembly of Armenia, the Assembly of North Macedonia, the *Verkhovna Rada* of Ukraine and the State Great Khural of Mongolia, to support the development of parliamentary Codes of Ethics and reform existing integrity frameworks, ensuring the changes consider the different experiences of women and men.

ODIHR's comprehensive, practical support to parliamentary committees includes legal opinions, facilitating cross-party dialogue within parliaments and presenting comparative analysis and good practices from across the OSCE region. ODIHR has also developed innovative tools to assist parliaments, and in 2025 organized a study visit for parliamentary working groups from Armenia, North Macedonia, and Ukraine to the parliament of the United Kingdom to discuss international good practice in strengthening the integrity of parliamentary work.

Subsequently, in 2025 the National Assembly of Armenia drafted a Code of Ethics, the Assembly of North Macedonia is amending its existing Code and the Verkhovna Rada of Ukraine is introducing legislative changes while developing detailed guidelines to support the implementation of its Code. ODIHR will continue its cooperation with the State Great Hural of Mongolia to further improve the parliamentary integrity system.



MILE LEFKOV

Chairperson of the Committee on Rules of Procedure and Mandatory-Immunity Issues of the Assembly of North Macedonia

The Assembly of North Macedonia is strengthening its integrity framework and has established a cross-party working group, recognizing that the Code of Ethics applies to all MPs and that broad ownership is essential to increasing citizens' trust in public institutions. The working group is currently amending the Code of Ethics and its accompanying guidelines. The study visit to the UK parliament was extremely valuable, as it allowed us to engage with the Parliamentary Commissioner for Standards and discuss well-established practices that can be meaningfully adapted to our national context.



Study visit of the Verkhovna Rada of Ukraine and the National Assembly of North Macedonia to Westminster, United Kingdom, 9 September 2025

1.11

Strengthening electoral reforms in the Western Balkans

In 2025, ODIHR continued to assist institutions and civil society in the Western Balkans in implementing election recommendations through its Support to Electoral Reforms in the Western Balkans project. The 2021-2025 cycle of the project, initially funded by the EU and the Austrian Development Agency, was extended with support from Germany, Norway and France. The project addressed key areas of the electoral process, including election administration, voter registration, the role and work 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.

Assistance was delivered through targeted legal and technical support, topical regional workshops and structured exchanges of good practice and comparative experience at both the regional and sub-regional level. Activities were designed to reinforce existing reform mechanisms and strengthen cooperation among institutions, civil society and other stakeholders, with a particular focus on the participation of women, national minorities and people with disabilities. In January 2026, ODIHR will launch the third phase of the project, which will run until the end of 2028 and is currently funded by the EU and Norway.

From 2021 to date:

Over

90

expert papers

14

national workshops

10

regional conferences

571 participants

45% women

834

expert working days

supporting project

beneficiaries

65% women

164

institutions and civil society

organizations collaborating

with the project

3

ODIHR election handbooks

translated into

6 languages

Publication of *Election Administration Gender Audits — a toolkit*



Mihai Colfescu

Maida Bahto-Kastendzic, Project Coordinator, Press and Online Media Council, Bosnia and Herzegovina, participant in the regional conference Experience of the 2024 Romanian Elections: Strengthening Electoral Integrity in the Western Balkans in Bucharest, 11–12 March 2025



Magdalena Starowiejska

Juljana Bilbilaj, Project Coordinator, Institute for Political Studies, Albania, speaker at the regional conference Safeguarding Electoral Integrity in the Western Balkans: Strengthening Oversight and Trust in Warsaw, 16–17 September 2025

1.12

Promoting gender parity as a democratic standard

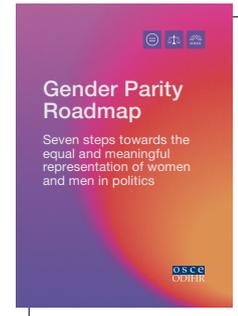


Advanced course on gender equality in politics for staff of institutional mechanisms for gender equality from across Europe and Central Asia, Stockholm, Sweden, September–November 2025

Women’s representation in national parliaments across the OSCE region has nearly tripled since 1995. Yet, in 2025, only one participating State — Andorra — had reached gender parity. On average, women’s representation in the OSCE region is stagnating at 36.9% according to data from November 2025 from IPU Parline. Not only is progress towards parity slowing, but in some participating States, hard-won gains are being rolled back. In line with CEDAW General Recommendation No. 40, which defines the equal

representation of women and men as a human rights obligation rather than a long-term aspiration, ODIHR worked in 2025 to support parliaments, governments and political parties in translating parity commitments into concrete institutional reforms.

At the centre of this effort was ODIHR’s new *Gender Parity Roadmap*, launched at the 2025 Warsaw Human Dimension Conference. The roadmap sets out the seven practical steps that states can take to advance parity in political representation.



Gender Parity Roadmap

1. Conduct national assessments and adopt action plans.
2. Anchor gender equality in politics in constitutional and legal frameworks.
3. Introduce or strengthen gender-targeted measures such as quotas and parity laws.
4. Hold political parties accountable for candidate selection and internal culture.
5. Transform parliaments into gender-sensitive institutions.
6. Frame gender equality in politics as the shared responsibility of women and men.
7. Monitor, review, revise and innovate to sustain progress over time.



YURIKO BACKES

Minister for Gender Equality and Diversity, Luxembourg

Gender audits go beyond the question of gender parity within political bodies. They also look at how parties approach gender equality as a fundamental principle of governance and policymaking. Political parties are vital for a functioning democracy, and gender equality is vital to democracy itself.

To support parliaments in applying the roadmap, ODIHR and the OSCE Parliamentary Assembly organized a webinar for members of parliament, parliamentary staff and civil society from across the OSCE region. The webinar presented the seven-step approach, highlighted the link to CEDAW General Recommendation 40 and showcased concrete reforms already under way in several OSCE countries, including parity laws and party funding incentives to parliamentary gender action plans and data-driven monitoring.

To strengthen the institutions that drive national policy towards gender parity, ODIHR, UN Women and the Government Offices of Sweden delivered a dedicated course for staff of institutional mechanisms for gender equality from across Europe and Central Asia. Three months of online learning culminated in a four-day intensive workshop in Stockholm and covered international standards, barriers to women's

political participation, policy tools and strategies for making gender equality in politics a national policy priority. A visit to the Swedish Parliament highlighted how long-term reforms and political have made the *Riksdag* a global benchmark for gender-balanced representation. Participants were therefore able to develop concrete ideas on how to integrate gender parity into their national strategies.

Recognizing the role of political parties as gatekeepers to elected office, ODIHR also engaged with party leaderships in Luxembourg, Bosnia and Herzegovina and Tajikistan.

All these activities demonstrated that sustainable change depends on the alignment of political commitment, technical guidance and institutional capacity. In this context, ODIHR's *Gender Parity Roadmap* provides both a framework for action and practical steps to reach the goal of gender parity.



UN Women Bosnia and Herzegovina



UN Women Bosnia and Herzegovina



Bosnia and Herzegovina



UN Women Bosnia and Herzegovina

Conference on gender audits for political parties, Sarajevo, Bosnia and Herzegovina, 15 December 2025

1.13

Advancing democratic lawmaking in the OSCE region to strengthen democracy and the rule of law

Across the OSCE region, there is mounting pressure to legislate effectively, inclusively and transparently in response to complex, new policy challenges. ODIHR supports OSCE participating States in strengthening the quality of their lawmaking processes by promoting greater openness, transparency and inclusivity at every stage.

In 2025, ODIHR helped lawmakers translate democratic lawmaking principles into practice, drawing on the 2024 *Guidelines on Democratic Lawmaking for Better Laws*, which distil ODIHR's extensive experience into actionable recommendations. Their rapid uptake in the OSCE region and beyond demonstrates not only the global relevance of the standards they set but also their high quality. In the OSCE region, ODIHR has used the *Guidelines* to promote change in how legislators initiate, develop, consult, draft, adopt, scrutinize and evaluate laws. Three countries with which ODIHR worked closely in 2025 — North Macedonia, Montenegro and Turkmenistan — illustrate the growing impact of ODIHR's activities in this field.



In North Macedonia, in collaboration with ODIHR's CHANGE project and the OSCE Mission to Skopje, members of parliament (MPs) and parliamentary staff learned how to embed gender considerations at every stage of the legislative cycle. In a shift from awareness to application, lawmakers practised incorporating gender analysis into draft laws and evaluating the real-life impact of legislation on women and men. The training was closely linked to the parliament's Action Plan on Advancing the Equality of Women and Men (2025–2027), enabling participants to assess progress so far, identify implementation challenges and define immediate priorities. This hands-on training with the *Guidelines* led to deeper commitment among MPs to implement gender-responsive scrutiny.

In Montenegro, ODIHR supported implementation of the recommendations from their 2024 *Comprehensive Assessment of the Lawmaking Process in Montenegro*. This focused on incorporating post-legislative scrutiny (PLS) into democratic oversight as an important means of assessing whether laws work as intended. ODIHR trained parliamentary staff on integrating PLS into their oversight work, helping them to hone their skills in identifying which laws require review and in evidence gathering and analysis, running consultations with affected communities and translating findings into meaningful recommendations.



MP JOVANA TRENCEVSKA
North Macedonia workshop participant

This is one of the best training courses of the many (...) I have attended.



Eva Jovanova



Eva Jovanova

Participants in the training course 'From Lawmaking to Action: Advancing gender sensitivity in the Parliament of North Macedonia', Skopje, North Macedonia, 12-13 November 2025

This practical support reflects ODIHR's approach of combining legal analysis with hands-on capacity building. This assistance is already influencing ongoing institutional reform, with the Montenegrin Parliament now actively considering how to embed PLS mechanisms into legislation.

By promoting the more systematic integration of gender equality and inclusiveness into the legislative process as standard considerations, ODIHR helped governments and parliaments to develop practical skills to conduct evidence-based decision-making, strengthening respect for democratic principles across the

region. ODIHR will continue to use the *Guidelines* as a benchmark for assessments, a foundation for training and a practical tool that participating States can use to build legislative systems that deliver better laws and better outcomes for their citizens.

PART II

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

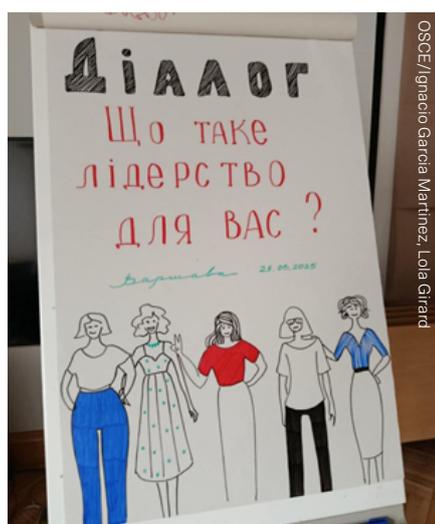
The engagement of citizens in public life is vital for any pluralistic democracy to function and to provide long-term social cohesion and security. A vibrant civil society is therefore essential to ensure that democratic principles as well as human rights and fundamental freedoms are respected across the OSCE region. ODIHR builds bridges between national authorities and civil society organizations, fostering constructive dialogue and meaningful engagement to make sure that policymaking is inclusive and that every voice is heard.

The impact stories in this section highlight ODIHR's activities to support a wide range of civil society and security sector actors, from human rights defenders and survivors of human trafficking to law enforcement and prison staff, helping to prevent and address human rights violations, reinforce democratic resilience, and build safe and inclusive societies.



2.1

Diaspora organizations at the heart of Ukraine's post-war recovery



OSCE/igracio Garcia Martinez, Lola Girard

Ukrainian civil society organizations — particularly those led by women — have demonstrated remarkable resilience, flexibility and grassroots leadership ever since the Russian Federation's invasion of Ukraine on 24 February 2022.

Across Europe, women-led diaspora organizations have become vital to the humanitarian response as well as to shaping Ukraine's inclusive and democratic recovery. They support displaced communities, maintain close links with civil society efforts in Ukraine and promote human rights and inclusion by involving refugees, including ethnic minorities, LGBTI communities and people with disabilities. Despite their contributions, many of these organizations face mounting challenges, including declining funding, institutional barriers, and limited access to decision-making spaces.

In response, ODIHR supported women-led diaspora organizations through a workshop held in partnership with the Ukrainian House in Warsaw. The workshop brought together Ukrainian women leaders from civil society working in Czechia, Germany, Lithuania, Poland and Ukraine, and focused on strengthening their skills in advocacy and inclusive policymaking. Participants addressed structural and psychological challenges, and shared strategies for navigating institutional systems and building stronger support networks to reinforce long-term cooperation and resilience. Feedback showed a positive impact, with 70 per cent of participants planning to adjust their work to use their new knowledge.

The workshop helped to strengthen the role and visibility of women-led diaspora organizations as key actors in Ukraine's recovery. It also encouraged new collaboration between established diaspora organizations, refugee-led

groups and host-country civil society. In addition, discussions highlighted the need for more flexible, long-term funding, greater recognition of diaspora organizations as partners in decision-making, and concrete responses to the structural and psychological pressures faced by frontline leaders. The cross-border, multi-stakeholder network created during the workshop has already led to follow-up activities and ongoing engagement with diaspora communities.

Recognizing the wider regional security implications, this initiative reflects ODIHR's continued commitment to supporting Ukraine. It forms part of ODIHR's programme Supporting the Human Dimension of Security in Ukraine in Times of Crisis (2023-2027), and builds on earlier work, including the 2023 expert report on diaspora engagement and the 2024 joint training course for the Ukrainian diaspora delivered with Warwick University.



OSCE/igracio Garcia Martinez, Lola Girard

Workshop on strengthening the role of women-led diaspora organizations in advancing inclusive reconstruction in Ukraine, Warsaw, Poland, 29–30 May 2025



“

OKSANA DAVYDENKO

Head, Skrynina Korysnych Sprav NGO, Ukraine

My organization is constantly looking for different ways to protect and promote women’s rights, and, at the moment, we are trying to motivate more women to get involved in politics. That would be better not only for them, but for the whole society. The event at ODIHR showed me how much I still have to learn. I won’t keep that new knowledge to myself though; I will pass it on to ensure it can help as many people as possible.”



“

LUSIENA ZINOVKINA

International Affairs Officer, Civilians in Captivity, Germany

The organization I work for is small, but we are working hard to raise awareness about the issue of imprisoned Ukrainian civilians. People just don’t know this problem exists. We invite people, members of the public, to write letters and postcards to the prisoners, so they know they haven’t been forgotten. ODIHR’s workshop was very important to me. It has brought me new contacts, but, above all, it has given me hope, strength and inspiration to continue my work.”



“

KATERYNA PAVLOVA

ODIHR trainer and Chief Operating Officer at Crisis Simulation for Peace (CRISP), Germany

For Ukraine to keep protecting democracy it is absolutely crucial to support its activists with networking and training. Thank you, ODIHR, for seeing and responding to this need!”



OSCE / Ignacio Garcia Martinez, Lola Girard

Workshop on strengthening the role of women-led diaspora organizations in advancing inclusive reconstruction in Ukraine, Warsaw, Poland, 29–30 May 2025

2.2

Increasing trust in our democracies by strengthening the right to freedom of peaceful assembly

Over the last 15 years, ODIHR has monitored close to 150 peaceful assemblies in 36 OSCE participating States, helping them meet their human dimension commitments and ensure greater respect for the right to freedom of peaceful assembly, a core right that underpins all democratic societies. The effective facilitation of peaceful assemblies plays an important role in maintaining public order, reducing the risk of escalation and ensuring the safety and security of all involved. The findings from these visits, which include challenges, examples of positive practice and recommendations, have been published in six reports.

Recognizing the need for continuous dialogue at the national level between all stakeholders, in 2025 ODIHR

trained staff from the ombuds offices of Slovakia and Georgia on the use of ODIHR's longstanding assembly monitoring methodology. The training was designed to build the skills of national monitors (from civil society and/or national human rights institutions) to observe peaceful assemblies independently, use the collected data for advocacy purposes and ensure stronger accountability of law enforcement.

Accountability, openness and dialogue between state authorities and civil society organizations are key to ensuring that all people can freely exercise the right to peaceful assembly, and ODIHR's work in the area of assembly monitoring and capacity building responds to the growing understanding of

their important role in ensuring respect for this fundamental right. ODIHR's workshops on assembly monitoring improve knowledge of how assemblies should be facilitated by state authorities and how their observation can help law enforcement, municipal authorities and other relevant stakeholders to meet their obligations and increase the safety of individuals and the security of us all.



A PARTICIPANT IN THE TRAINING COURSE IN SLOVAKIA

It was a real pleasure to take part in the training, which we found not only inspiring but also very useful for our future work. We truly appreciated the opportunity to join and to learn from your extensive expertise. The interactive and hands-on approach allowed us to try things out in a way that made the experience even more meaningful. Even today, we heard only positive feedback in the corridors. Your visit clearly left a strong and motivating impression on us all."



Training on independent monitoring of freedom of peaceful assembly for staff of the Public Defender of Georgia, Tbilisi, Georgia, 22–23 July 2025

In 2025, ODIHR conducted assembly monitoring visits to Kyrgyzstan and Slovakia. In Kyrgyzstan, ODIHR observed a protest against violence against women, held on the occasion of International Women’s Day in Bishkek. In Bratislava, the team monitored an assembly held in support of democracy in Slovakia. During these visits, ODIHR met local authorities, including law enforcement officials and municipalities, to discuss how peaceful assemblies are facilitated. ODIHR also engaged with local civil society organizations, assembly organizers and NHRIs to hear their views on cooperation with

the local authorities and overall respect for freedom of peaceful assembly in the country.

The findings will be included in the forthcoming 7th peaceful assembly monitoring cycle report, which will include recommendations to state authorities on identified shortcomings.

This work supports participating States in balancing public order considerations with fundamental freedoms in a way that strengthens democratic security.



A protest against violence against women, held on the occasion of International Women’s Day, Bishkek, Kyrgyzstan, 8 March 2025

2.3

Advancing human rights in counter-terrorism investigations to increase security for all

Respect for human rights is integral to all police operations and is critical to successful counter-terrorism investigations. In response to evolving terrorist threats and broader security risks, effective counter-terrorism action requires approaches that are both operationally sound and fully compliant with human rights. To ensure policing is effective both in the short and long term, it is vital to pay consistent attention to the rights and security needs of everyone in the society a police officer serves.

For all those working on counter-terrorism, the failure to protect human rights can itself become grounds for further terrorism. Such failures not only harm individuals, but also undermine trust in institutions and can exacerbate security risks. Respecting the human rights of everyone involved — victims, witnesses, terrorism suspects and police officers — is

crucial to ensuring that innocent people are not wrongly suspected and harmed, and that perpetrators are treated fairly, and prosecuted and convicted appropriately. To successfully address the security threats caused by terrorism, compliance with human rights principles is therefore imperative..

ODIHR is mandated to provide technical assistance and advice on ensuring counter-terrorism measures are implemented in line with international human rights obligations. At the request of participating States, ODIHR also conducts training in this area for law enforcement officials. Over the course of two decades, ODIHR has delivered over 60 training courses for security sector actors in the OSCE region, training some 1200 officials across Western and South-Eastern Europe and Central Asia to make their work more effective and our societies safer.

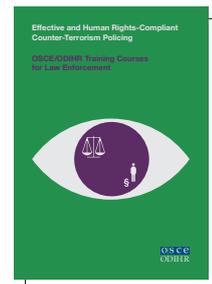


AMBASSADOR GERARD MCGURK
Head of OMIK

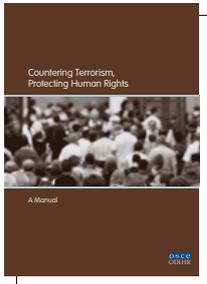
In the face of terrorism, institutions have the undeniable responsibility to ensure the safety and security of their people. This task requires decisive, timely and effective measures, and such measures must remain firmly rooted in the rule of law, uphold accountability and respect the inherent dignity of every individual.



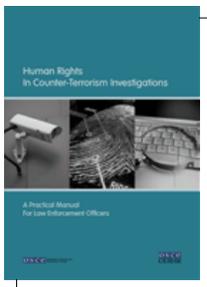
Human Rights in Counter-Terrorism Investigations: Advanced training for law enforcement, Pristina, Kosovo, 3 June 2025



ODIHR training curricula are based on two ODIHR publications:



Countering Terrorism, Protecting Human Rights: A Manual helps familiarize senior policymaker and security sector actors with the human rights standards anchored in international law that are relevant to combating terrorism and violent extremism. It forms the basis for ODIHR’s foundational training on The Protection of Human Rights while Countering Terrorism Effectively.



Human Rights in Counter-Terrorism Investigations, A Practical Manual for Law Enforcement Officers, a joint publication by ODIHR and the OSCE Transnational Threats Department/Strategic Police Matters Unit (TNTD/SPMU), examines the human rights issues that may arise at different stages of a counter-terrorism investigation as well as the ways in which protection of human rights can increase its effectiveness. It forms the basis for ODIHR’s advanced training on Human Rights in Counter-terrorism Investigations.



Human Rights in Counter-Terrorism Investigations: Advanced training for law enforcement, Brussels, Belgium, 19 November 2025



Strengthening human rights compliance of counter-terrorism measures, Warsaw, Poland, 9 October 2025

In 2025, ODIHR was requested to run its advanced course on human rights in counter-terrorism investigations for 15 security sector representatives in Belgium and, jointly with the OSCE Mission in Kosovo (OMiK), for 14 security sector representatives in Kosovo.* Participants included middle- and senior-level law enforcement officials working on counterterrorism, specialised prosecutors, national crisis management agencies and military intelligence services. Both courses were requested as follow-ups to ODIHR’s standard training on protecting human rights while countering terrorism effectively, that were delivered in 2024.

The highly interactive courses were led by a team of human rights and counter-terrorism policing experts. Participants

learned about the human rights risks surrounding intelligence and information gathering and analysis, special investigation techniques, arrest and detention, searches, and interviewing techniques. Bringing together authorities from different backgrounds, who often have limited opportunities for direct exchanges, also facilitated sharing of experiences and good practices for tackling the human rights challenges that arise in their work.

Participants praised the training for providing practical guidance on how to incorporate human rights considerations systematically into decision-making processes. They also highlighted their improved knowledge and skills, as well their own, greater commitment to protect human rights standards in their counter-terrorism investigations.

* 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.

Through this work, ODIHR supports participating States in addressing security threats in a manner that strengthens institutional legitimacy and public confidence.

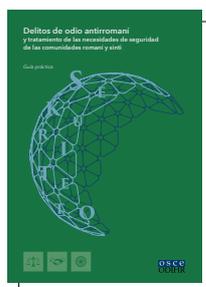
2.4

Addressing the security needs of Roma communities

Violence and threats against Roma and Sinti continue to pose serious risks to the safety and security of these communities, creating a sense of fear and social exclusion. Hate crimes, often following recognizable patterns, not only isolate and alienate Roma and Sinti communities and hinder their economic, social and political progress, but undermine social cohesion and increase the risk of wider societal tensions and violence.

In response to a request from the Spanish authorities, ODIHR translated its guide *Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities* into Spanish. The publication was launched in Madrid together with the Spanish Ministry of Interior's National Office for Combating Hate Crimes and took place during the Spanish Government's 2025 Year of the Roma People that marked the 600th anniversary of the Roma community's arrival on the Iberian Peninsula. This support contributes to community-focused security approaches that build trust and help prevent escalation.

The launch event brought together representatives of national security sector institutions and civil society to discuss challenges and best practices in identifying, investigating and responding to anti-Roma hate crimes in Spain. Discussions addressed the barriers to reporting hate-motivated incidents and explored strategies for recognizing, recording and prosecuting incidents with a bias motivation.



ODIHR presented the guide's nine practical steps for authorities to better address anti-Roma bias and meet the security needs of Roma and Sinti communities. The guide gives practical guidance for police, prosecutors and other authorities on building trust with Roma and Sinti communities, improving communication, ensuring respectful and bias-free interactions, and engaging with community representatives and support services for conflict prevention. It aims to strengthen the capacity of criminal justice institutions to deliver more effective hate-crime responses, victim-centred protection and community-focused security measures.

Participants highlighted the relevance of the publication for shaping future policies to combat intolerance, discrimination and hate crimes against Roma and Sinti. Partner institutions reaffirmed their commitment to distribute the guide to all regional prosecutors, integrate its content into law enforcement training and make the publication available through institutional websites.



PILAR MUNIESA TOMÁS
responsible for the Statistical and Victim Attention System of the Directorate General for Coordination and Studies, Secretariat of State for Security, Ministry of Interior of Spain

Working with ODIHR on this initiative showed the value of shared expertise. This event also underlined Spain's commitment to combating hate crimes and anti-Roma racism, thus strengthening democratic resilience. By making the Roma Security Guide accessible in Spanish, we have equipped our institutions and security forces with the tools to respond effectively and sensitively to the needs of Roma communities."



ISMAEL CORTÉS GÓMEZ

scholar and policy analyst, former member of the Congress of Deputies of Spain

The launch of the Roma Security Guide in Madrid, as we marked 600 years since the arrival of Roma people in Spain, was both symbolic and timely. Bringing together experts, Roma leaders and law enforcement is essential to tackling under-reported 'anti-gypsyism', improving the real security of Roma communities in times of misinformation and building trust in the mechanisms designed to protect them."



Addressing the security needs of Roma communities in Spain, Madrid, Spain, 15 September 2025

2.5

Amplifying the work of civil society and victim communities to improve the response to hate crime

Targeted simply because of who they are, hate crime victims experience trauma that can force them to conceal their identity and avoid situations that may expose them to further violence. At the same time, the impact of hate crimes quickly spreads through communities, leading to greater fear and insecurity and risking wider conflict between communities.

To restore victims' sense of agency and strengthen social cohesion, ODIHR works closely with civil society, community representatives and criminal justice practitioners to respond to victims' specific needs while facilitating their active engagement in hate crime responses. By amplifying the voices of civil society and victims, ODIHR helps participating States ensure the meaningful and inclusive participation of hate crime victims and their communities.

In 2025, ODIHR developed *Implementing Restorative Justice*

for Hate Incidents and Hate Crimes, an innovative new resource aimed at restorative justice practitioners navigating the complexities of incidents motivated by bias. Through guided dialogue and accountability, restorative justice can provide both victims and offenders with the opportunity to repair the harm done and, at the same time, improve relations between different communities. Civil society and community organizations play a vital role in these processes, and ODIHR's guide explores the ways in which they can support successful restorative justice outcomes.

While restorative justice can enable meaningful recovery for victims and communities affected by hate crime, it is not intended to replace formal justice system proceedings or victim support. Therefore, in 2025 ODIHR continued to strengthen the capacity of police and civil society to coordinate and communicate on facilitating effective referrals for hate crime victims.



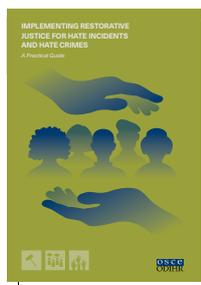
DANUTĖ JAKUBKIENĖ

Head of the 1st Activities Division of the Šiauliai City and District Police Commissariat, Lithuania

The people who come to me when I'm on duty are under stress and they are unable to express themselves well. This event provided a safe and informal space where hate crime victims can be more forthcoming, making it easier for me to understand their struggles. After this event, I want to be more empathetic towards victims. I may not be able to understand them, but I can support them better."

Restorative justice: Empowering victims and strengthening community cohesion

Developed as part of the STARS initiative, this publication provides a ten-step guide to applying restorative justice approaches to hate crime cases. By bringing victims, offenders and specialized facilitators together in meetings grounded in dialogue and accountability, restorative justice can be a powerful tool for achieving recognition of the harm done while restoring agency to victims and affected communities and improving social cohesion overall.





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TERESA BURGUESA
Lithuanian Gay League

The ‘Human Library’ activity was the best part of the event for me. I felt heard, and it was important for me to be able to share my hate crime experience with the police in an informal and safe setting.”

At two joint training events, police and civil society actors in Romania and Lithuania developed strategies to overcome barriers to their cooperation, ensuring that victims receive support and protection tailored to their specific needs. During ‘Human Library’ sessions, participants learned from the lived experiences of victimized groups, as well as the perspectives of frontline responders, putting into practice the recommendations set out in ODIHR’s 2024 guide on *Including the voices of hate crime victims in policymaking and policy implementation*.

ODIHR also continued to strengthen its engagement with civil society and community representatives through its annual Hate Crime Report, delivering webinars on monitoring hate incidents and analysing civil society-monitored hate incidents.

By strengthening responses to hate crime, ODIHR contributes to safer, more cohesive societies and to stability across the OSCE region.



Augustas Didzgalvis



Augustas Didzgalvis



OSCE/Eceaur Uvank

Joint training event on supporting hate crime victims, Vilnius, Lithuania, 11 December 2025

ODIHR Hate Crime Report

ODIHR’s latest annual Hate Crime Report contained 12,714 hate incidents reported by civil society, including 5,370 descriptive summaries. All these incidents can be browsed and filtered by bias motivation, type of incident and country. By sharing each victim’s story, ODIHR helps to demonstrate the impact of hate crimes as well as identify key contexts and reporting trends. These qualitative insights are available on each of the site’s 57 country pages.



2.6

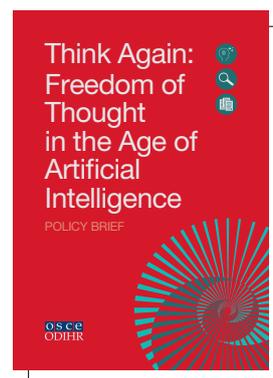
Freedom of thought and artificial intelligence

Freedom of thought is linked to human dignity and autonomy. It underpins many other human rights and is one of the few human rights that is absolute and cannot be suspended for any reason. In an increasingly complex information and security environment, safeguarding mental autonomy is essential to democratic resilience and social stability.

However, while this right has long been considered inherently protected, ODIHR's policy brief *Think again: freedom of thought in the age of artificial intelligence* examines how the new information ecosystem and AI-based neurotechnologies are affecting individual mental

autonomy. The brief also outlines recommendations for states to consider in upholding freedom of thought in the digital age. It concludes that innovation failing to consider and protect human rights from the outset will undermine the goals that should guide all ethical, scientific and technological progress, namely to benefit humankind. At the end of 2025, ODIHR organized a workshop to examine the impact of AI on this and other human rights.

ODIHR's work in this area supports participating States in addressing emerging technological risks while protecting the foundations of secure and democratic societies.



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PART III

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

Hatred and intolerance, often targeted at minorities, can fuel division and destabilize our societies. ODIHR works closely with national and local authorities, civil society organizations, experts and educators, providing guidance, tools and training to promote equal, inclusive societies, free from discrimination.

This year's impact stories highlight ODIHR's work in areas right across its mandate, including migrant integration, work to increase the political participation of women, people with disabilities, youth and Roma, as well as the Office's tailored training and activities to combat hate crime and support victims.



3.1

Inclusive dialogue and cooperation key to addressing hate crime and creating safe societies

OSCE participating States have long recognized the toxic impact of prejudice and intolerance against people from diverse religious and ethnic backgrounds, as well as its potential to drive division and destabilize societies. Addressing intolerance and discrimination has been a cornerstone of ODIHR's work for over two decades. These efforts strengthen social resilience and contribute to more stable and secure democratic systems.

In 2025, ODIHR demonstrated its comprehensive and whole-of-society approach to preventing and responding to intolerance and hate crimes. In June and July, the Office held meetings and roundtables on addressing intolerance and promoting social inclusion among a diverse cross-section of Jewish and Muslim youth in the United Kingdom. These events provided young Jews and Muslims a much-needed safe space in which to openly discuss questions related to identity and inclusion in an increasingly hostile climate. Participants were able to articulate not only the harms they face, but also their aspirations for a peaceable and unified society, resulting in actionable recommendations for policymakers, educators and community actors.

ODIHR also published the fourth in its series of guides on addressing the security needs of at-risk communities. The October launch of *Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities* was enriched by expert discussions that



LARA AREKAT

participant in ODIHR's roundtables for Jewish and Muslim youth

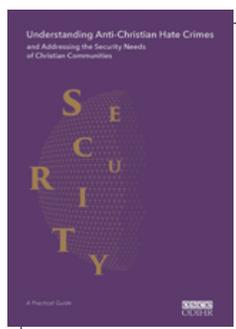
The conversations held during the roundtable were so enriching. They allowed me to gain a deeper understanding of shared experiences and made it clear that diversity of faith should enhance our communities, not divide us."



DR. NICOLA BRADY

General Secretary, Churches Together in Britain and Ireland, United Kingdom

ODIHR's Guide is a welcome and timely resource that acknowledges the security challenges faced by churches, like other faith communities. The good practice examples are especially valuable, highlighting security measures to protect community members while underscoring the importance of openness and inclusion as part of our mission and outreach."



highlighted how diverse religious or belief communities can work together with law enforcement to address their unique security challenges. During additional presentations of the publication in Brussels, Dublin and Warsaw, participants reflected on local measures to protect religious communities and their places of worship.

Hate crimes and intolerance targeting one community often impact others. For this reason, ODIHR's mandate is not restricted to addressing intolerance against any particular group, but extends to all religious or belief communities. In 2025, ODIHR brought together representatives of smaller and less familiar religious or belief communities to examine the specific challenges they face, explore common concerns and identify ways to strengthen mutual respect and understanding. The event complemented previous consultations held with Christian, Jewish and Muslim communities, and demonstrated how ODIHR creates a space for nuanced perspectives on the responsibilities



PANDIT KRISHNA KRIPA DASA (Juan Carlos Ramchandani), President of the Hindu Federation of Spain, priest and interfaith representative of the Sri Vaishnava Tradition

The meeting in Warsaw was a timely and necessary platform to ensure that the voices of minority and less-represented religious and belief communities are heard. It fostered meaningful dialogue, mutual respect and a shared commitment to advancing religious freedom for all.

of states, the role of education and media, the importance of the youth contribution and opportunities for cooperation among diverse religious or belief communities in order to create safer and more tolerant societies for all.

Seven practical steps on responding to anti-Christian hate crimes and the security needs of Christian communities

1. Acknowledge the problem
2. Promote education, awareness-raising and interfaith dialogue
3. Collect data on anti-Christian hate crimes
4. Build trust between authorities and Christian communities
5. Address hate crime-related security threats and needs
6. Reassure the community in case of an anti-Christian hate crime
7. Provide support to victims of anti-Christian hate crime.



Representatives of diverse religious communities at a meeting to explore their challenges, opportunities and needs, Warsaw, Poland, 22 September 2025

3.2

Strengthening local leadership to accelerate migrant integration across the Baltic States



Municipalities across the Baltic States play a critical role in welcoming and integrating the many Ukrainian refugees who have arrived following the Russian Federation's invasion of Ukraine in February 2022. Despite often working with limited resources, many local authorities have shown remarkable adaptability and commitment in addressing integration challenges effectively and visibly.

In 2025, ODIHR implemented the first two training courses of the Academy on The Integration of Migrants and Refugees in the Baltic Countries, an inter-agency initiative building on a successful pilot in Poland. Working alongside Academy partners including the UN Refugee Agency (UNHCR), the Council of Europe's Intercultural Cities Programme, and the Organisation for Economic Co-operation and Development (OECD), ODIHR supports municipalities and national institutions in Estonia, Latvia and Lithuania through a structured, multi-stage learning process, with sessions combining international standards with practical, locally relevant tools.

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MIHHAIL JAKOVLEV
Tallinn Migration Centre, Estonia

Very practical, with a lot of good practices from Nordic and Baltic countries, fresh ideas and clear view on next steps.”

The first course introduced the core concepts and challenges of migrant and refugee integration. The second, delivered in partnership with UNHCR, built on that foundation, responding to participants' expressed needs and deepening learning through more specialized and applied content. Each training course reached around 40 municipal- and national-level practitioners from across the three Baltic states.

Many of the participants were new to the topic and expressed how much

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IRYNA HUBARCHUK
Municipal police in Ventspils, Latvia

Good atmosphere, right and timely topics for discussion. New knowledge and a schedule full of active brain work make studying more productive in my opinion. Good work! Good organization.”

they valued the opportunity to learn from peers and international practice. Feedback from the first training session showed that the majority of participants planned to introduce changes in their work, including improving municipal websites, strengthening cooperation with NGOs and offering clearer information to new residents.

The second course then moved from foundations to implementation. Participants explored practical integration frameworks, case studies,



Academy on the integration of migrants and refugees in the Baltic countries, Riga, Latvia, 17–18 June 2025

communication on migration, cooperation with migrant communities and anti-trafficking responses at the local level. Evaluation results showed a further rise in confidence and capacity: all respondents reported a knowledge increase of more than 20 per cent. Concrete follow-up plans by participants included adopting needs-based approaches informed by data collection, improving communication between municipalities and newcomers, and strengthening regional cooperation among Baltic authorities.

Participants consistently highlighted the value of peer exchanges, noting the benefits of learning alongside colleagues from neighbouring countries experiencing similar migration patterns. The underlying concept of the courses, reaching from introductory learning to applied practice, has amplified their impact, helping municipalities translate knowledge into concrete action.

The positive effects continue to build on the foundation of the first two ODIHR courses. In November, UNHCR

and the Council of Europe delivered a third training session, and the positive momentum will continue with another session planned by ODIHR and the Council of Europe in 2026. These results underscore the importance of inter-agency cooperation, with international organizations working jointly to strengthen integration practices, facilitate knowledge exchange, and build sustainable regional networks.

3.3

Increasing the political participation of people with disabilities

The full inclusion of people with disabilities in political and public life is essential for a robust democracy. Political participation is a fundamental human right, and political institutions should reflect the diversity of the citizens they serve. However, people with disabilities remain significantly under-represented in political life across the OSCE region. Political institutions are often not accessible for those with disabilities, and key governance bodies lack expertise on disability.

For more than a decade, ODIHR has worked to strengthen and promote the political participation of people with disabilities as part of its mandate to support democratic and human rights-compliant institutions.

In 2025, ODIHR hosted the fourth annual meeting of the Advisory Panel on the Political Participation of Persons with Disabilities in Helsinki, Finland, with support from the OSCE Chairpersonship-in-Office. Panel members, ODIHR and external experts from governments, parliaments and civil society exchanged expertise, shared updates on their current activities and explored avenues for further cooperation. The meeting was also a platform to present ODIHR's tools and publications, ensuring they are grounded both in expert knowledge and lived experience. This year's annual meeting marked the final meeting for the panel in its current composition, and recruitment for the new panel will launch in 2026.



Annual meeting of the Advisory Panel on the Political Participation of Persons with Disabilities, Helsinki, Finland, 30 July 2025



Parliament of Montenegro

Infrastructure accessibility check of the parliament premises, Podgorica, Montenegro, 11 December 2025



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ALBIN ĆEMAN

President of Working Group on accessibility assessment of the Parliament of Montenegro for persons with disabilities

The accessibility assessment of the Parliament of Montenegro marks an important step towards building more inclusive and open institutions. The work of the Working Group, in partnership with ODIHR and organizations of persons with disabilities, reflects our strong commitment to a participatory approach and to meeting European accessibility standards.”



Parliament of Montenegro

Accessibility assessment of the Parliament of Montenegro for persons with disabilities, focus group discussion with Parliamentary staff, Podgorica, Montenegro, 9 December 2025

In December, ODIHR conducted an assessment in cooperation with the Parliament of Montenegro, using ODIHR’s disability inclusion methodology for parliaments. The assessment looked at the accessibility of the premises, parliamentary procedures and policies, and brought together Members of Parliament, parliamentary staff, organizations

of persons with disabilities (OPDs) and international experts to identify barriers and good practices. As part of the process, ODIHR organized a full-day workshop to raise awareness of disability inclusion and to build institutional understanding of international standards, common barriers and good practices from across the OSCE region.

3.4

Opening up access to ODIHR's hate crime training expertise

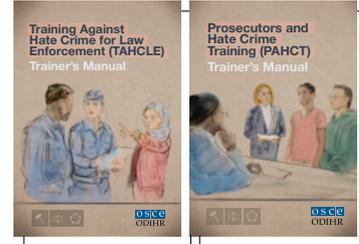
Specialized and practical training programmes are essential to ensure hate crimes are properly identified, investigated and prosecuted. This allows criminal justice systems to validate victims' experiences, promote accountability and deter future offenders, preventing escalation and supporting secure societies. When frontline practitioners lack clear and accessible guidance, key evidence may be overlooked, perpetrators unpunished and victims left without meaningful protection and support.

Making high-quality, customizable resources widely available is central to improving outcomes for hate crime victims and at-risk communities. In 2025, ODIHR published its two flagship training programmes — *Training Against Hate Crimes for Law Enforcement (TAHCLE)* and *Prosecutors and Hate Crimes Training (PAHCT)* — making them publicly available for the first time. This gives police officers, prosecutors, trainers, policymakers and civil society actors access to the complete set of training



DIONYSIOS LAMPRIDIS
Senior Public Prosecutor at the Court of First Instance, Orestiada, Greece

ODIHR's pioneering PAHCT programme is an outstanding initiative that gives prosecutors the opportunity to broaden their horizons and enrich their legal arsenal in the fight against hate crime."



TAHCLE and PAHCT training

- Reach out to ODIHR's Hate Crime Team for information on how to implement the training programmes for police and prosecutors in your country: hatecrimetraining@odhr.pl
- Access ODIHR's hate crime training tools and videos via <https://hatecrime.osce.org/odhr-tools>



ODIHR International TAHCLE train-the-trainer, Warsaw, Poland, 24–27 June 2025



ABETARE KRASNIQI M.A.

Specialist within the National Hate Crime Expertise Unit, Norway

ODIHR’s hate crime training programme for law enforcement has been pivotal in supporting police to identify hate crime cases and uncover under-reported offences, and also in improving justice for victims while building public trust in the justice system.”

2024 Hate Crime Report key finding:

ODIHR’s 2024 Hate Crime Report found that many OSCE states are yet to establish systematic and sustainable national hate crime training programmes for criminal justice practitioners. To learn more, see: [Systematic training for criminal justice practitioners key to tackling hate crimes, OSCE human rights office says](#)



OSCE/Bartek Sawka

ODIHR International PAHCT train-the-trainer, Warsaw, Poland, 1–4 July 2025

materials, while ODIHR remains responsible for the design and delivery of customized training programmes. In this way, ODIHR is supporting more coherent, coordinated and victim-centred responses to hate crime across the OSCE region.

The manuals distil ODIHR’s two decades of experience into practical, hands-on training, helping to strengthen social cohesion and thus increase the safety of our societies. The TAHCLE Trainer’s Manual offers police clear steps for identifying bias indicators, gathering evidence, engaging respectfully with victims and understanding the experiences of affected communities. The PAHCT Trainer’s Manual gives prosecutors structured tools — including checklists and the Decision Tree for analysing potential hate crime cases — to determine whether a case qualifies as a hate crime, select the correct charges and present compelling arguments in court. The manuals are intuitive, scenario-based and immediately applicable in day-to-day casework, making them valuable not only as formal training but also on the job.

ODIHR’s hate crime training programmes are modular in structure and should be implemented in cooperation with national authorities and training institutions, ensuring sustainability and alignment with the domestic legislation as well as recording methodologies and the overall hate crime context.

This publication of both training guides is already having an impact. At two international train-the-trainer events in 2025, ODIHR piloted the updated materials among national police and prosecutors specializing in hate crime cases, certifying the latest cohort of 24 trainers.

Throughout 2025, ODIHR also delivered national-level training courses, events and presentations to strengthen hate crime responses and victim support systems in Albania, France, Greece, Ireland, Lithuania, Malta, Moldova, Poland, Romania and Spain. During the annual Warsaw Human Dimension Conference, hate crime focal points from across OSCE field operations in South-Eastern Europe came together to identify opportunities for cross-border dialogue and other collaborative activities to address hate crime at the regional level.

Participating States continue to request assistance from ODIHR in this area, and the Office remains committed to helping practitioners apply these tools, integrate them into national curricula and use them to evaluate and strengthen hate crime policies. Through its practical training resources, ODIHR is ensuring that every criminal justice practitioner, regardless of location or role, has the knowledge needed to deliver justice for victims of hate crime.

3.5

Strengthening national human rights and equality institutions to protect Roma and Sinti rights



OSCE/Bartek Sawka

Launch of *Guidelines on Integrating Roma and Sinti issues in the work of National Human Rights Institutions and National Equality Bodies*, Warsaw, Poland, 17 June 2025



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CERASELA BĂNICĂ

Secretary of State, Member of the Steering Board of the National Council for Combating Discrimination in Romania

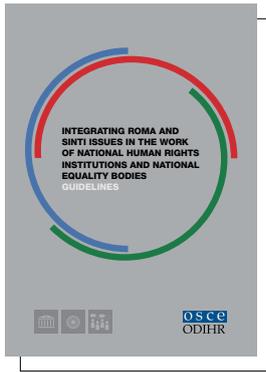
ODIHR's guidelines offer concrete, practical guidance to help institutions address Roma and Sinti issues in a more systematic, consistent and rights-based manner. Strengthening monitoring, complaint mechanisms and direct engagement with affected communities enables National Human Rights Institutions and Equality Bodies to ensure accountability, improve access to justice and restore trust among communities that have long experienced exclusion and discrimination.”

Racism, discrimination and other human rights violations continue to affect Roma and Sinti communities across the OSCE area. These challenges are compounded by barriers to reporting human rights violations, limited trust in public institutions and inconsistent institutional responses to systemic discrimination. While National Human Rights Institutions (NHRIs) and National Equality Bodies (NEBs) play a central role in promoting equality and protecting fundamental rights, many face difficulties in consistently integrating Roma and Sinti concerns into their work.

In response, ODIHR launched its new *Guidelines on Integrating Roma and Sinti issues in the work of*

National Human Rights Institutions and National Equality Bodies during a hybrid event bringing together representatives of NHRIs and NEBs, European institutions and Roma and Sinti civil society organizations from across the OSCE region. The launch aimed to support national institutions in translating the human dimension commitments made by all OSCE participating States into effective protection on the ground.

The event was an opportunity to reflect on the persistent human rights challenges faced by Roma and Sinti and to examine how institutional practices can mitigate discrimination and exclusion. Discussions focused on patterns of discrimination, under-reporting



of violations and the structural barriers, particularly for women and young people, that prevent many Roma and Sinti from engaging with complaints mechanisms and equality bodies. Participants underlined the importance of institutions that are accessible, proactive and responsive to lived experience.

Discussions focused on how to apply the guidelines in practice. As a hands-on tool, the guidelines help NHRIs and NEBs integrate Roma and Sinti issues into their monitoring activities, complaints handling, policy advice and outreach. Speakers shared examples of institutional practices aimed at strengthening accountability, including cooperation with civil society organizations, targeted awareness-raising and the identification of systemic patterns of discrimination.

The launch highlighted a shared recognition that addressing discrimination against Roma and Sinti requires sustained institutional commitment. Participants emphasized the need to build internal expertise, adopt clear strategies and maintain regular engagement with Roma and Sinti communities to strengthen trust in and the effectiveness of NHRIs and NEBs. The event also fostered peer exchange and strengthened cooperation between institutions and civil society.

Combining practical guidance with inclusive dialogue, the launch laid the groundwork for continued ODIHR engagement aimed at ensuring that NHRIs and NEBs are better equipped to protect the rights of Roma and Sinti and promote equality across the OSCE region.



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DARIS JOSÉ LEWIS RECIO

Senior Legal and Policy Officer,
EQUINET — European Network of
Equality Bodies

When equality bodies actively listen to Roma and Sinti communities and respond to their concerns, equality and justice move beyond abstract principles and become tangible realities. Strong, accessible and well-resourced institutions are essential to ensuring effective protection against discrimination and can make a meaningful difference in people’s everyday lives.”



Mariana Berbec Rostas, Araminta Advisers,
Warsaw, Poland, 17 June 2025



Guillermo Ruiz Torres, MIA Reporting
and Information Centre on Antigypsyism
/ MIA Melde – und Informationsstelle
Antiziganismus, Warsaw, Poland, 17 June 2025



Launch of *Guidelines on Integrating Roma and Sinti issues in the work of National Human Rights Institutions and National Equality Bodies*, Warsaw, Poland, 17 June 2025

3.6

Moving towards equal representation by making parliaments more gender-sensitive

In 2025, ODIHR together with the OSCE Parliamentary Assembly (OSCE PA) supported national parliaments in translating the commitments embedded in the Beijing Platform for Action and OSCE commitments on gender equality and democratic governance into concrete institutional reforms.

ODIHR's country-level support in 2025 centred on assessment, dialogue and reform. ODIHR's experts worked with parliaments as well as OSCE field offices in Albania, Serbia, Slovenia, North Macedonia, Bosnia and Herzegovina, and also in Latvia and Germany.



Heidi Schweny/Bundestiftung Gleichstellung

Gender-sensitive parliaments workshop, *Bundestag*, Berlin, Germany, 4 December 2025



“

JOSEPHINE ORTLEB
Vice-president of the German Bundestag

Gender-sensitive parliaments are a matter of democratic legitimacy. We can only achieve this if women are equally represented in the political system.”



“

LUCIJA TACER PERLIN
MP, National Assembly of Slovenia and OSCE PA Special Representative on Youth Engagement

It is vital to identify common ground among MPs of the National Assembly to promote equal opportunities for all, especially us women in parliament. The adoption of the parliamentary action plan for gender equality is a confirmation of that commitment.”



Gender audit report presentation at the National Assembly, Belgrade, Serbia, 21 November 2025

This practical work on the ground was reinforced by an OSCE-wide workshop Realizing Gender Equality in and by Parliaments, hosted in Helsinki by the Finnish Parliament, the OSCE PA and ODIHR in June. The workshop brought together 80 parliamentarians and experts from 16 parliaments to review progress, share lessons from gender audits and discuss tools such as gender action plans, gender-sensitive rules of procedure and dedicated gender equality bodies.

A key outcome of the Helsinki workshop was the endorsement of the Helsinki Pledges on Gender-sensitive Parliaments in the OSCE Region by all participating parliaments. The pledges provide a concise political roadmap for adapting global commitments to national contexts and sustaining momentum beyond individual projects or political cycles. As a follow-up, parliaments in North Macedonia and Montenegro initiated discussions on adapting the pledges for their national context.



ODIHR/OSCE PA gender-sensitive parliament review workshop, Helsinki, Finland, 3–4 June 2025



PIA KAUMA

OSCE PA President (at the time),
(Finland)

A gender-sensitive parliament does not only mean the equal participation of women and men. It is much more than that. It reflects the diverse needs and experiences of all people in its work, structures, policies and culture. It simply benefits democracy, good governance and peace and security.”

12 steps to gender-sensitive parliaments in the OSCE region

Helsinki Pledges

1. Commit to achieving gender parity in politics within the next 10 years, supported by a clear roadmap.
2. Conduct regular gender audits in parliament to track progress on mainstreaming gender equality in representation, lawmaking, and oversight.
3. Create a gender-balanced steering group to act on audit results and lead on the implementation of recommendations.
4. Pass laws to boost women's participation in parliament, political parties and all levels of representation.
5. Update parliamentary rules of procedure regularly to ensure gender balance and sensitivity in all processes.
6. Give parliamentary committees tools and support to ensure the needs and perspectives of all genders are included in laws and policies.
7. Engage more male politicians as allies to promote gender equality and work towards gender parity.
8. Tackle violence against women in politics with strong policy responses, training, and accountability measures.
9. Make parliament a supportive workplace that respects work-life balance and care responsibilities.
10. Ensure national budgets reflect gender equality goals and follow international good practice.
11. Remove barriers for underrepresented groups and especially women from those groups, through empowerment initiatives that promote diversity and inclusion.
12. Stand firm against gender equality backsliding with monitoring, communication and actions to challenge stereotypes and harmful gender norms.



Read
more

OSCE PA



3.7

Increasing the meaningful political participation of young people in Bosnia and Herzegovina

Young people face persistent barriers to influencing political life, and participation has been declining for more than a decade. Civic spaces are shrinking, and opportunities for structured engagement within political parties remain limited. While on average 35 per cent of the population is under 30, only 3.06 per cent of MPs in the OSCE region are under 30 years old.

Ageing populations in many participating States increase the risk of gerontocratic governance, a de facto political system in which the perspectives and interests of younger generations are marginalized. This dynamic is reinforced by a vicious circle of political exclusion and disenfranchisement, leading to an intergenerational democratic deficit. Democratic systems increasingly fall short of adequately including and representing the citizens who will

be affected for longest by political decisions, namely young people. In this way, excluding youth from political processes poses a long-term risk to representation, democratic resilience and social cohesion.

There is therefore an urgent need to strengthen internal political party mechanisms in order to enable young members to participate meaningfully and effectively in political decision making, from grassroots engagement to political representation.

In response, ODIHR is developing a youth audit methodology; a tool that political parties can use to assess the structures, policies and internal culture that shape youth political participation. As part of the process, ODIHR and the OSCE field office in Bosnia and Herzegovina ran a pilot assessment with the youth wings of

two national parties to assess their internal participation pathways.

The pilot's initial results were promising, showing that political parties are ready to engage in participatory reflection when provided with a safe and structured process. In one case, for example, the pilot confirmed the parties' commitment to youth engagement and provided their youth wings with a platform to articulate their priorities and identify clear ways to strengthen youth involvement.

The pilot also highlighted how youth wings can be engines of democratic renewal when empowered to work with the party on solutions. These insights will guide the refinement and publication of the methodology and inform ODIHR's work on youth political participation in 2026 and beyond.



Youth wing representatives attending a presentation on youth political participation during the Youth Audit workshop, Sarajevo, Bosnia and Herzegovina, 27 October 2025



Zahid Movlazada, Deputy Head of the OSCE Mission to Bosnia and Herzegovina, introduces the Youth Audit workshop, Sarajevo, Bosnia and Herzegovina, 27 October 2025

3.8

Romania-Ukraine policy exchange on Roma inclusion: leading practices and reform strategies



Study visit for Ukrainian officials to Romania: Exploring best practices on Roma inclusion through policy reform, Bucharest, Romania, 28–30 May 2025

The war in Ukraine has significantly constrained the Ukrainian authorities' ability to meet their commitments on Roma inclusion. At the national and local levels, the full protection and promotion of Roma rights have been adversely affected, highlighting the need for targeted policy and legislative measures to maintain progress on Roma inclusion.

In the 2003 *Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area*, OSCE participating States recognized the importance

of adopting tailored approaches to address the situation of Roma in crisis and conflict settings. Since the onset of the war, ODIHR has implemented a comprehensive programme of support for both the authorities and civil society in Ukraine, including policy guidance, exchange of good practices and the development of practical tools. Strengthening cooperation among state institutions, civil society and international actors is a key element of ODIHR's engagement in Ukraine.

In 2025, in cooperation with the Romanian National Agency for Roma, ODIHR organized a two-and-a-half-day study visit to Romania for 11 Ukrainian officials. During the visit, Ukrainian participants engaged with their Romanian counterparts, national human rights institutions, local authorities and civil society. This exchange provided insights into national Roma inclusion policies and anti-discrimination frameworks developed in Romania.



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OLEKSANDR OSIPOV

Representative (Deputy) of the Ukrainian Parliament
Commissioner for Equal Rights and Freedoms, Rights of
National Minorities, Political and Religious Beliefs

During the study visit to Romania, we gained an in-depth understanding of the mechanisms for implementing the national strategy on Roma inclusion, including inter-agency coordination, monitoring systems and the role of local authorities. Particularly valuable was the practical experience of implementing social and educational initiatives with the support of European institutions.”

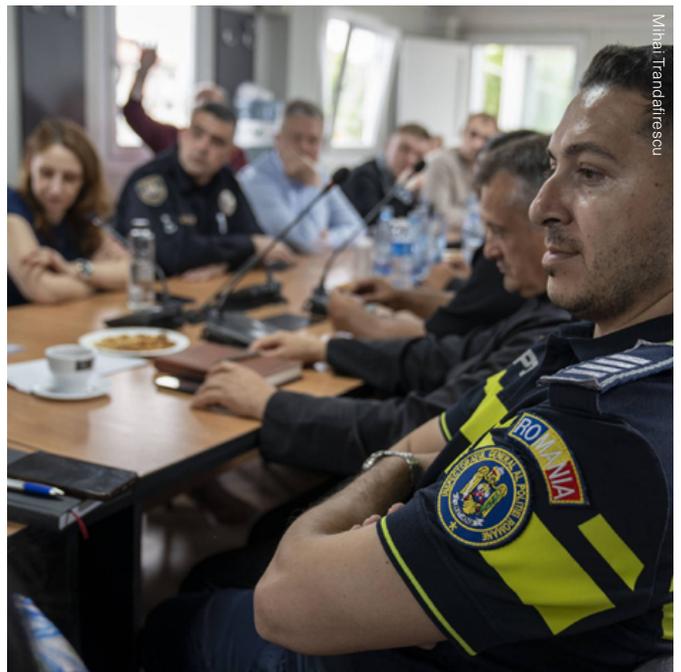


“

IRYNA DUBYKIVSKA

Head of the Department for State Registration of Civil States Acts and Apostille of the Department of State Registration, Ministry of Justice

The visit was an excellent learning opportunity that allowed me to familiarize myself with Romanian experiences in committing to Roma integration through policy reform. We could also share our Ukrainian practices, particularly those relating to facilitating access to documentation for Roma. I brought back skills and insights that can help the Ministry of Justice of Ukraine for better intervention responses to Roma.”



Study visit for Ukrainian officials to Romania: Exploring best practices on Roma inclusion through policy reform, Bucharest, Romania, 28–30 May 2025



Study visit for Ukrainian officials to Romania: Exploring best practices on Roma inclusion through policy reform, Bucharest, Romania, 28–30 May 2025

Particular attention was given to legislative and policy reforms undertaken by Romania to align with European Union human rights standards, including those on Roma inclusion. The Ukrainian participants were introduced to established programmes in Romania, such as school and healthcare mediation, as well as desegregation practices. The exchange enabled the Ukrainian participants to learn about long-term reform processes implemented in Romania. These were assessed as both relevant and timely in light of Ukraine's ongoing reform agenda, including its efforts towards EU accession and post-war reconstruction and development.

The study visit also examined the mandate and work of the National Agency for Roma, a government body dedicated to Roma matters. There was also considerable interest in the

role and functioning of the National Council for Combating Discrimination. In turn, the Ukrainian Parliament Commissioner for Human Rights and the State Service for Ethnic Affairs and Freedom of Conscience shared positive practices and the details of institutional programmes providing tailored support to Roma during the war.

To observe the impact of Roma inclusion measures at the local level, participants visited Jilava municipality (Ilfov county), where they held constructive talks with the local authorities and representatives of the Roma community. Discussions centred on concrete initiatives in education, health care, employment, security and local development. Meeting Roma civil society was a key component of the visit, enabling participants to explore mechanisms for cooperation between non-governmental actors and public

authorities, including participation in consultative processes.

Learning about effective approaches to Roma inclusion implemented by Romania will feed into the Ukrainian authorities' own policies and legislative reforms in this area, increasing their compliance with European and international standards.

The study visit was implemented under ODIHR's project 'Supporting the Human Dimension of Security in Ukraine' and is part of ODIHR's broader efforts to assist the Ukrainian authorities in enhancing the protection of Roma and ensuring respect for their human rights.

ANNEXES

MEETINGS AND EVENTS

Organized in 2025

HUMAN DIMENSION MEETINGS

Meeting or Event	Location	Date	Number of Participants
Supplementary Human Dimension Meeting I: The role of media in conflict and humanitarian crises, reflecting on International Humanitarian Law and International Human Rights Law	Vienna, Austria	17–18 March 2025	256 (147 women, 105 men, 4 no data available)
Supplementary Human Dimension Meeting II: Protecting Civic Space – the Role of Human Rights Defenders and Freedom of Peaceful Assembly	Vienna, Austria	5–6 May 2025	315 (173 women, 140 men, 1 no data available)
Supplementary Human Dimension Meeting III: Inclusion as a way to promote tolerance and non-discrimination	Vienna, Austria	2–3 June 2025	276 (153 women, 121 men, 1 no data available)
Human Dimension Induction Course I	Warsaw, Poland	8–11 July 2025	20 (15 women, 5 men)
Human Dimension Induction Course II	Warsaw, Poland	4–7 November 2025	22 (12 women, 10 men)

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

Meeting or Event	Location	Date	Number of Participants
Seminar: 30 years of the Beijing Platform for Action: The role of parliaments, with OSCE PA	Online	16 January 2025	64 (no sex-disaggregated data available)
Speaker at Ukraine National Forum on the Implementation of the Roma Strategy.	Online	30 January 2025	>50 (no sex-disaggregated data available)
Consultations on <i>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)”</i>	Online	30 January 2025	9 (6 women, 3 men)
19th Gender Matters! webinar: Parliaments Advancing Gender Equality Reforms, the case of the Finnish Parliament	Online	12 February 2025	28 (24 women, 4 men)
Workshop — Political Integrity and Gender Equality in Political Parties, with Armenia’s Corruption Prevention Commission	Yerevan, Armenia	17 February 2025	24 (14 women, 10 men)
Expert meeting with Armenia’s Corruption Prevention Commission — Parliamentary Integrity and the National Assembly’s Code of Conduct	Yerevan, Armenia	18 February 2025	23 (13 women, 10 men)
Presentation of <i>ODIHR Opinion on the Act on Political Parties of Poland</i> at the meeting of the Justice and Human Rights Committee of the Sejm of Poland	Warsaw, Poland	20 February 2025	N/A
Gender audit of United Reform Action (URA) political party, Montenegro	Podgorica, Montenegro	24–25 February 2025	16 (12 women, 4 men)
Speaker at EECMD and UN Women Women’s Leadership Bootcamp — Women Lead the Way	Tbilisi, Georgia	24–26 February 2025	33 (33 women)
Speaker at WYDE/UN Women Regional Intergenerational Dialogue – Women’s Political Leadership Across Generations in Europe and Central Asia	Istanbul, Türkiye	25–26 February 2025	30 (28 women, 2 men)
Webinar: Towards Gender Parity and Transformative Gender Equality Policy — The Role of Parliamentary Bodies, with OSCE PA	Online	6 March 2025	120 (no sex-disaggregated data available)

Peaceful assembly monitoring mission to Kyrgyzstan	Bishkek, Kyrgyzstan	6–8 March 2025	N/A
Regional conference: The Experience of the 2024 Romanian Elections — Strengthening Electoral Integrity in the Western Balkans	Bucharest, Romania	11–12 March 2025	47 (21 women, 26 men)
Workshop — Parliamentary Integrity and the Code of Conduct of the Assembly of North Macedonia	Skopje, North Macedonia	12 March 2025	32 (20 women, 12 men)
Launch of the Academy on the Integration of Migrants and Refugees in the Baltic Countries 2025–2026, with The Council of Europe Intercultural Cities Programme, UNHCR and OECD	Riga, Latvia	12 March 2025	70 (no sex–disaggregated data available)
Side event at the Commission on the Status of Women (CSW69), Male Politicians as Transformative Actors for Gender Equality in Politics	New York, USA	13 March 2025	69 (56 women, 13 men)
82nd meeting of the Council for Democratic Elections	Venice, Italy	13 March 2025	N/A
Training course — Good Practices in Migrant and Refugee Integration for municipalities in the Baltic countries I	Riga, Latvia	13–14 March 2025	44 (39 women, 5 men)
142nd Venice Commission Plenary Session	Venice, Italy	14–15 March 2025	N/A
Presentation at OSCE training for Ukrainian Border Guard Service	Warsaw, Poland	17 March 2025	53 (28 women, 25 men)
Peaceful assembly monitoring mission to Slovakia	Bratislava, Slovakia	19–22 March 2025	N/A
Workshop for NHRIs: Conducting a risk assessment	Online	20 March 2025	9 (8 women, 1 man)
Training course for National Human Rights Institutions, Human Rights at International Borders: Exploring new technologies, their risks and opportunities	Warsaw, Poland	24–25 March 2025	26 (16 women, 10 men)
Workshop for NHRIs: Developing a risk management plan	Online	26 March 2025	7 (6 women, 1 man)
Roundtable debate — Instrumentalization of Migration: What Role for the National Human Rights Institutions?	Warsaw, Poland	26 March 2025	26 (15 women, 11 men)
Training session on human rights at borders at the Training–of–Trainers organized by the OSCE Border Security and Management Unit for the State Border Guard Service of Ukraine	Warsaw, Poland	27 March 2025	22 (7 women, 15 men)
Launch of <i>ODIHR Comprehensive Assessment Report of the Lawmaking Process in Montenegro</i>	Podgorica, Montenegro	28 March 2025	50 (29 women, 21 men)
Training course on good practices in migrant and refugee integration	Yerevan, Armenia	2–3 April 2025	30 (23 women, 7 men)
Speaker at 150th IPU Assembly/Forum of Women Parliamentarians	Tashkent, Uzbekistan	5–6 April 2025	180 (no sex–disaggregated data available)
Presentation — Navigating Migration: Strategies for Effective and Human–Rights Compliant Management across the OSCE Region, with UK Del OSCE and OCEEA	Vienna, Austria	7 April 2025	70 (no sex–disaggregated data available)
Presentation of <i>ODIHR Preliminary Opinion on the Law on Political Parties of Mongolia</i> and meetings with key national stakeholders to inform the preparation of the Final Opinion on the Law	Ulaanbaatar, Mongolia	7–11 April 2025	28 (18 women, 10 men)
Participation in Official High–Level Opening of EU Roma Week, European Parliament, and Roma week events	Brussels, Belgium	7–11 April 2025	>120 (no sex–disaggregated data available)
Seminar for the European Network of Councils for the Judiciary on the <i>ODIHR Guidelines on Democratic Lawmaking for Better Laws</i>	Online	15 April 2025	28 (17 women, 11 men)
Consultations on the implementation of the recommendations of the Special Report of the Ukrainian Parliament Commissioner for Human Rights	Online	23 April 2025	>80 (no sex–disaggregated data available)
Annual Meeting of the ODIHR Panel of Experts on Freedom of Assembly and Association	Warsaw, Poland	23–24 April 2025	26 (14 women, 12 men)
Advanced Trial Monitoring training with OSCE Mission in Kosovo	Pristina, Kosovo*	23–24 April 2025	30 (13 women, 17 men)

* 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.

Webinar — Promoting Human Rights and Combating Human Trafficking at OSCE Borders: Prevention, prosecution and protection, with the OSCE Border Management Staff College	Online	24 April 2025	43 (26 women, 17 men)
Presentation of ODIHR' 6th Report on Monitoring of Freedom of Peaceful Assembly in Selected OSCE participating States, side event at SHDM II	Vienna, Austria	5 May 2025	N/A
Presentation at OSCE CiO Conference — Gender Equality — Building Resilience through Inclusion and Empowerment, and stand presenting ODIHR materials	Vienna, Austria	5–7 May 2025	> 100 (no sex-disaggregated data available)
Workshop — Evaluation of the 2021–2024 Gender Action Plan and Development of the 2025–2027 Plan of the State Election Commission	Skopje, North Macedonia	7–8 May 2025	25 (19 women, 6 men)
Meeting of Regional Network of Women in Law Enforcement in Central Asia and training on gender mainstreaming	Vienna, Austria	9 May 2025	16 (15 women, 1 man)
Working Group meeting — Parliamentary Integrity and the Code of Conduct of the Assembly of North Macedonia	Skopje, North Macedonia	12–13 May 2025	12 (7 women, 5 men)
Speaker at Prison Academy human rights symposium	Kalisz, Poland	13 May 2025	65 (33 women, 32 men)
Presentation — International Institutions and Participatory Democracy at the European Academy of Diplomacy	Warsaw, Poland	17 May 2025	72 (no sex-disaggregated data available)
Expert meeting — Observation of Referendums	Warsaw, Poland	23 May 2025	18 (10 women, 8 men)
Presentation on the Inter-Agency Integration Academy at the meeting of the European Integration Network	Warsaw, Poland	23 May 2025	N/A
Workshop on OSCE/ODIHR Recommendations on Judicial Independence and Accountability (Warsaw Recommendations)	Budapest, Hungary	24 May 2025	16 (8 women, 8 men)
Speaker at Global Alliance to End Statelessness — Inter-Regional Network Lab for Regional Intergovernmental Organizations	Online	26 May 2025	46 (20 women, 26 men)
Regional workshop, with a focus on Turkmenistan, on Women, Peace and Security and UNSCR 1325 National Action Plan	Online	26–27 May 2025	30 (no sex disaggregated data available)
Annual Meeting of the ODIHR Core Group of Experts on Political Parties	Warsaw, Poland	27–28 May 2025	19 (10 women, 9 men)
Visit to parliament of Latvia as part of its gender audit	Riga, Latvia	27–29 May 2025	38 (25 women, 13 men)
Study visit for Ukrainian officials to Romania: Exploring Best Practices on Roma Inclusion through Policy Reform	Bucharest, Romania	28–30 May 2025	89 (34 women, 55 men)
Expert Meeting — Parliamentary Integrity and the Code of Conduct	Yerevan, Armenia	29 May to 1 June 2025	25 (14 women, 11 men)
ODIHR/FES School on Politics, Leadership and Advocacy	Warsaw, Poland	2–6 June 2025	21 (16 women, 5 men)
Advanced training — Human Rights in Counter-Terrorism Investigations for law enforcement and general prosecutors in Pristina, with OMiK	Pristina, Kosovo*	3–4 June 2025	14 (6 women, 8 men)
Workshop — Gender-sensitive Parliaments Review, with OSCE PA and Finnish Parliament:	Helsinki, Finland	3–4 June 2025	76 (58 women, 18 men)
Presentation of ODIHR Opinion on the Law on Political Parties of Montenegro and contribution to the conference — Gender Equality and the Electoral Process: An Analysis of the Existing Framework	Podgorica, Montenegro	9–11 June 2025	20 (9 women, 11 men)
2025 NHRI Academy: Protection of Human Rights Defenders	Warsaw, Poland	9–13 June 2025	24 (14 women, 10 men)
20th Gender Matters! online briefing: Gender Parity, 50/50 — The new global norm and how we can achieve it	Online	11 June 2025	26 (21 women, 5 men)
143rd Venice Commission Plenary Session	Online	13–14 June 2025	N/A
Workshop — Institutional Responses to Violence Against Women in Politics in Poland	Warsaw, Poland	16 June 2025	25 (22 women, 3 men)

* 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.

Workshop — Parliamentary Integrity and the Code of Conduct, with State Great Hural of Mongolia	Ulaanbaatar Mongolia	17 June 2025	81 (44 women, 37 men)
Hybrid launch of <i>Integrating Roma and Sinti Issues in the Work of National Human Rights Institutions and National Equality Bodies — Guidelines</i>	Warsaw, Poland	17 June 2025	57 (36 women, 20 men, 1 non-binary)
Training course — Good Practices in Migrant and Refugee Integration for municipalities in the Baltic countries II	Riga, Latvia	17–18 June 2025	44 (39 women, 5 men)
Political Party Integrity workshop	Ulaanbaatar Mongolia	18 June 2025	52 (28 women, 24 men)
Round table — Roma Identification Registration in Ukraine	Online	18 June 2025	> 43 (no sex disaggregated data available)
Speaker at OSCE Forum for Security Co-operation special briefing on WPS: Promoting human rights-compliant and gender-responsive armed forces, with Estonian FSC Chairpersonship	Vienna, Austria	18 June 2025	65 (25 women, 40 men)
Peaceful assembly monitoring training for the Public Defender of Rights of the Slovak Republic	Bratislava, Slovakia	25–26 June 2025	13 (10 women, 3 men)
Presentation — Political Integrity in practice: Ethics, Accountability and Influence at the Transparency International School on Integrity	Vilnius, Lithuania	1–3 July 2025	60 (women 48, men 12)
Peaceful assembly monitoring training for the Public Defender of Georgia	Tbilisi, Georgia	22–23 July 2025	25 (20 women, 5 men)
Launch of <i>Opening Doors for Children: Prevention of Childhood Statelessness. Good Practices in the OSCE Area</i> , with UNHCR and HCNM	Vienna, Austria	25 July 2025	72 (43 women, 29 men)
Presentation at the 2025 OSCE Youth Forum — Helsinki +50	Helsinki, Finland	28–31 July 2025	N/A
Gender Mainstreaming Academy for gender advisers from Ukraine	Warsaw, Poland	29 July to 1 August 2025	19 (19 women)
Annual Meeting of ODIHR Advisory Panel on the Political Participation of Persons with Disabilities	Helsinki, Finland	30 July 2025	20 (15 women, 5 men)
Trial Advocacy and the Application of International Law in the Domestic Adjudication of War Crimes in Ukraine	Online	31 July 2025	50 (32 women, 28 men)
Participation in International Holocaust Remembrance Alliance (IHRA) meeting: implementation activity for IHRA Charter for those working with (sites of) the genocide of the Roma	Łódź, Poland	17–19 August 2025	11 (8 women, 3 men)
21st Gender Matters! online briefing: Violence Against Women in Politics: What can institutions do and how can we support them?	Online	4 September 2025	25 (20 women, 5 men)
Technical expert meeting — Legal Opinion on Current Draft Law on Amendments to the Unified Voter Register, Serbia	Warsaw, Poland	5 September 2025	11 (6 women, 5 men)
Study visit of the <i>Verkhovna Rada</i> of Ukraine and the National Assembly of North Macedonia to the UK Parliament	London, UK	9–11 September 2025	19 (11 women, 8 men)
Advanced course — Gender Equality in Politics, with UN Women	Stockholm, Sweden	9–12 September 2025	23 (21 women, 2 men)
Launch of <i>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide</i> in Spanish	Madrid, Spain	15 September 2025	60 (38 women, 22 men)
Regional conference — Safeguarding Electoral Integrity in the Western Balkans, Strengthening Oversight and Trust	Warsaw, Poland	16–17 September 2025	40 (19 women, 21 men)
Field assessment visit and meeting with Roma civil society representatives	Madrid, Spain	16–17 September 2025	18 (10 women, 8 men)
Presentation at Council of Europe Annual Gender Equality Conference: Tackling sexism and violence against women. An essential step towards equal participation	Siggiewi, Malta	17–18 September 2025	96 (85 women, 11 men)
Public consultations on the Ukraine Draft Roma Action Plan 2026–2028	Online	23 September 2025	94 (no sex disaggregated data available)
'Follow-up on Recommendations' Implementation Conference 2025 (FURIC), with the European Platform for Democratic Elections	Brussels, Belgium	23–25 September 2025	N/A

Training-of-trainers on policing and human rights in the framework of the Women, Peace and Security agenda	Warsaw, Poland	29 September 2025	13 (12 women, 1 man)
Workshop on advancing the equality of women and men in politics in Tajikistan	Dushanbe, Tajikistan	30 September to 1 October 2025	17 (11 women, 6 men)
Expert meeting — Judicial Independence and the Rule of Law in Poland	Warsaw, Poland	1 October 2025	32 (16 women, 16 men)
Warsaw Human Dimension Conference side event: 25 Years at the forefront of electoral legal assistance	Warsaw, Poland	7 October 2025	35 (10 men, 15 women)
Warsaw Human Dimension Conference side event: Rule of law backsliding: is there a chance to reverse?	Warsaw, Poland	7 October 2025	34 (21 women 13 men)
84th meeting of the Council for Democratic Elections	Venice, Italy	8 October 2025	N/A
Warsaw Human Dimension Conference side event: Securitization under scrutiny: The role of National Human Rights Institutions in strengthening human rights compliance of counter-terrorism measures	Warsaw, Poland	9 October 2025	37 (20 women, 17 men)
144th Venice Commission Plenary Session	Venice, Italy	9–10 October 2025	N/A
Warsaw Human Dimension Conference side event: Beyond the Hague: the OSCE and current challenges in securing justice for victims of war crimes	Warsaw, Poland	10 October 2025	32 (23 women, 9 men)
Warsaw Human Dimension Conference side event: Trial monitoring — an effective tool for supporting justice reform and judicial accountability	Warsaw, Poland	10 October 2025	35 (19 women, 16 men)
Warsaw Human Dimension Conference side event: Women's power breakfast: 50/50 gender parity in politics	Warsaw, Poland	14 October 2025	60 (48 women, 12 men)
Training on crisis management for National Human Rights Institutions	Warsaw, Poland	14–15 October 2025	23 (13 women, 10 men)
Warsaw Human Dimension Conference side event: Truth over fear: countering attacks on migrant and refugee rights	Warsaw, Poland	15 October 2025	48 (33 women, 15 men)
Study visit of the National Assembly of Armenia to the UK Parliament	London, UK	15–16 October 2025	12 (6 women, 6 men)
Warsaw Human Dimension Conference side event: Strengthening the resilience of National Human Rights Institutions to promote and protect human rights	Warsaw, Poland	16 October 2025	approx. 45 (no sex disaggregated data available)
Workshop on gender audits and gender action plans for parliamentary political parties	Luxembourg, Luxembourg	20 October 2025	17 (10 women, 7 men)
Seminar and mock trial activity for Ukrainian judges, prosecutors and defence counsel on select principles of international law	Warsaw, Poland	20–21 October 2025	31 (17 women, 14 men)
Workshop on international commitments and standards, with the OSCE Project Co-ordinator in Uzbekistan	Tashkent, Uzbekistan	20–21 October 2025	30 (6 women, 24 men)
Workshop on youth audits for political parties	Sarajevo, Bosnia and Herzegovina	20–24 October 2025	11 (3 women, men 8)
Consultative meeting with the Gender Equality Working Group at the Chamber of Deputies in Luxembourg	Luxembourg, Luxembourg	22 October 2025	7 (5 women, 2 men)
Council of Europe, ECRI Annual Seminar with Equality bodies – Advancing equality in an era of democratic backsliding	Strasbourg, France	23–24 October 2025	> 60 (no sex disaggregated data available)
Conference on Rule of Law and Administrative Justice	Warsaw, Poland	29–30 October 2025	48 (19 women, 29 men)
Seminar on Election Campaigns in the Online Environment	Vienna, Austria	3 November 2025	63 (37 women, 26 men)
South-East Europe Parliamentary Oversight Conference	Warsaw, Poland	3–4 November 2025	24 (16 women, 18 men)
3rd Working Group meeting on development of a Judicial Drafting Tool for War Crimes Cases	Online	7 November 2025	N/A
Workshop — Exploring Additional Voting Channels in Mongolia, with GEC Mongolia, PEA Romania and CEC Albania	Online	11 November 2025	9 (5 women, 4 men)

7th ODIHR/Transparency International Political Integrity Bootcamp: Safeguarding Democracy: Addressing Strategic Corruption and Advancing Political Integrity	Warsaw, Poland	12–13 November 2025	40 (26 women, 14 men)
Workshop: From Lawmaking to Action: Advancing Gender Sensitivity in the Parliament of North Macedonia, including presentation of <i>ODIHR Guidelines on Democratic Lawmaking for Better Laws</i> and training on gender-sensitive lawmaking	Skopje, North Macedonia	12–13 November 2025	28 (23 women, 5 men)
Speaker at meeting of PACE's Committee on Rules, Ethics and Immunities	Limassol, Cyprus	13–14 November 2025	33 (18 women, 15 men)
Conference — Forging Ukraine's Post-War Future: Assessing Electoral Capacity and Readiness, with the OSCE PA, delegations of Ukraine, Canada and the United Kingdom	Istanbul, Türkiye	16 November 2025	N/A
Advanced training on human rights in counter-terrorism investigations for law enforcement and military intelligence	Brussels, Belgium	19–20 November 2025	20 (5 women, 15 men)
Participant in State of Youth Rights conference and jury member in contest for European Youth Forum's European Youth Capital 2028 title	Brussels, Belgium	19–20 November 2025	58 (women 36, men 22)
Workshop — Engaging Male Politicians in Achieving Gender Equality in Politics	Budva, Montenegro	19–20 November 2025	21 (12 women, 9 men)
Presentation of ODIHR's gender audit report in the National Assembly of Serbia	Belgrade, Serbia	21 November 2025	61 (39 women, 22 men)
Presentation during the online launch of Warwick University/ International Centre for Migration Policy Development report — Engaging the Global Ukrainian Community for Ukraine's Recovery: Democracy and Human Rights Dimensions	Online	25 November 2025	49 (27 women, 22 men)
2025 Annual Trial Monitoring Meeting	Warsaw, Poland	25–26 November 2026	27 (14 women, 13 men)
ODIHR Advanced Training — Post-Legislative Scrutiny: Tools and Practices for Effective Parliamentary Oversight	Podgorica, Montenegro	25–26 November 2025	21 (16 women, 5 men)
Security Sector Governance/Reform Focal Points meeting and training	Online	26–28 November, 3–5 December 2025	36 (16 women, 19 men)
Presentations on democratic governance at the Brussels Security Bootcamp	Brussels, Belgium	28 November 2025	N/A
Presentation of <i>ODIHR Guidelines on Democratic Lawmaking for Better Laws</i> and ODIHR training on Post-Legislative Scrutiny	Ashgabat, Turkmenistan	1–2 December 2025	20 (5 women, 15 men)
Promoting equality, strengthening democracy: Turning the <i>Bundestag</i> into a gender-sensitive parliament, with the Federal Foundation for Gender Equality & Bundestag Presidium	Berlin, Germany	4 December 2025	54 (45 women, 9 men)
2025 OSCE Ministerial Council side event: Promoting Integrity Across Dimensions: an OSCE Dialogue on Fighting Corruption, with OCEEA and OSCE PA	Vienna, Austria	5 December 2025	34 (14 women 20 men)
Speaker at Inter Parliamentary Union roundtable event: From principle to practice: Enhancing parliamentary development through gender equality.	Online	9 December 2025	67 (no sex-disaggregated data available)
Accessibility assessment of the parliament of Montenegro for Persons with Disabilities	Podgorica, Montenegro	9–11 December 2025	31 (24 women, 7 men)
Conference: Keeping the Momentum in the Fight against Corruption: Evolving Challenges and Opportunities, with OSCE/OCEEA	Vienna, Austria	10 December 2025	84 (51 women, 33 men)
Briefing for parliaments in Bosnia and Herzegovina: What are gender-sensitive parliaments and why are they important?, with UN Women	Sarajevo, Bosnia and Herzegovina	10 December 2025	15 (11 women, 4 men)
Participation in Annual Implementation Meeting for endorsers of the Declaration of Principles for International Election Observation	Geneva, Switzerland	10–12 December 2025	70 (33 women, 37 men)
85th meeting of the Council for Democratic Elections	Venice, Italy	11 December 2025	N/A
145th Venice Commission Plenary Session	Venice, Italy	12–13 December 2025	N/A

4th meeting of the OSCE Anti-Corruption Focal Points Network	Laxenburg, Austria	13 December 2025	45 (23 women, 20 men)
UN Women/ODIHR conference — Gender Equality Assessments as a Path to Stronger Political Parties	Sarajevo, Bosnia and Herzegovina	15 December 2025	58 (49 women, 9 men)
Conference: Expert Dialogue On the Road to the EU: review of recommendations from OSCE/ODIHR Election Observation Missions, with the Ukraine CEC	Kyiv, Ukraine	15 December 2025	N/A
Semina — Gender parity: Why is it important and how to make it happen?, with OSCE PA	Online	18 December 2025	54 (43 women, 11 men)

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

Meeting or Event	Location	Date	Number of Participants
Webinar with Italian human rights defenders on the <i>Guidelines on the Protection of Human Rights Defenders</i>	Online	16 January 2025	23 (14 women, 9 men)
Training Against Hate Crimes for Civil Society Representatives and Law Enforcement, with European Commission and the NGO ACCEPT	Sibiu, Romania	29–30 January 2025	25 (9 women, 15 men, 1 non-binary)
Participation in Barys Zvozkau Belarusian Human Rights House coordination meeting	Online	12 February 2025	approx. 35 (no sex disaggregated data available)
Meeting of the Countering Trafficking in Human Beings platform for CSOs and frontline responders	Online	19 March 2025	20–30 (no sex disaggregated data available)
Identification and Protection of Child Victims of Trafficking Amid the War in Ukraine, with the NGO KIND	Warsaw, Poland	24–25 March 2025	31 (27 women, 4 men)
Webinar for civil society organizations on ODIHR's annual Hate Crime Report	Online	26 March 2025	67 (22 women, 8 men, 3 no data available)
Side event at 25th Conference of the Alliance against Trafficking in Persons: Prioritizing the Needs of Young Survivors: Children and Teens in Focus, with International Survivors of Trafficking Advisory Council	Vienna, Austria	1 April 2025	N/A
Speaker during side event at Regional Forum — Sustainable Development: Empowering Roma Women: Advancing Gender Equality and Inclusion in the Context of SDG 5	Online	3 April 2025	23 (no sex disaggregated data available)
Starlight Stadium workshop with the College of Europe, Natolin	Warsaw, Poland	10 April 2025	21 (15 women, 6 men)
Co-organized presentation of Front Line Defenders' <i>Global Analysis 2024/25 — Europe and Central Asia</i>	Warsaw, Poland	25 April 2025	16 (12 women, 4 men)
Launch of ODIHR's new eLearning course on risk management for human rights defenders	Vienna, Austria	5 May 2025	39 (24 women, 15 men)
Consultation with OSCE Delegations on the forthcoming update to the <i>ODIHR Guidelines on the Protection of Human Rights Defenders</i>	Vienna, Austria	6 May 2025	19 (12 women, 7 men)
CSO Peaceful Assembly Monitoring Network meeting	Vienna, Austria	6–7 May 2025	25 (12 women, 13 men)
Workshop for civil society organizations on addressing hate crimes in Malta	Valletta, Malta	23 May 2025	20 (9 women, 11 men)
Workshop — Collective Action for the Increased and Meaningful Participation of Roma Women in the Public Sphere in Poland	Warsaw, Poland	26 May 2025	16 women
Workshop on strengthening the role of women-led diaspora organizations in advancing inclusive reconstruction in Ukraine, with the NGO Ukrainian House	Warsaw, Poland	29–30 May 2025	34 (32 women, 2 men)
Starlight Stadium workshop at Venice School for Human Rights Defenders	Venice, Italy	21 June 2025	28 (14 women, 12 men, 2 non-binary)

Meeting of the ODIHR International Survivors of Trafficking Advisory Council	Vienna, Austria	23 and 26 June 2025	6 (6 women)
Workshop — Collective Action for the Increased and Meaningful Participation of Roma Women in the Public Sphere in North Macedonia	Skopje, North Macedonia	28 June 2025	18 (18 women)
Meeting of the Countering Trafficking in Human Beings platform for CSOs and frontline responders	Online	1 July 2025	20–30 (no sex disaggregated data available)
Webinar — Engaging and Integrating the Expertise of Survivors of Trafficking for Policy and Practice in Ukraine, with OSR/CTHB and SPU	Online	10 July 2025	N/A
Workshop — Refugee Protection in Central and Eastern Europe in History and in the Present, with the European Research Council/Masaryk Institute	Warsaw, Poland	10–11 July 2025	20 (14 women, 6 men)
Meeting of the Countering Trafficking in Human Beings platform for CSOs and frontline responders	Online	29 July 2025	20–30 (no sex disaggregated data available)
Training-of-trainers on policing and human rights under the Women, Peace and Security agenda	Warsaw, Poland	29 September 2025	13 (12 women, 1 man)
Multi-stakeholder dialogue on the mobility of human rights defenders and protection in the EU	Warsaw, Poland	1 October 2025	approx. 90 (60 women, 30 men)
Peaceful assembly monitoring training for the APT (Association for the Prevention of Torture) network	Geneva, Switzerland	2–3 October 2025	18 (15 women, 3 men)
Expert consultation on the ongoing and emerging challenges related to the protection of human rights in counter-terrorism and the need for independent oversight	Warsaw, Poland	8 October 2025	13 (6 women, 7 men)
Warsaw Human Dimension Conference side event: The achievements and challenges of the past and present: the future of Roma and Sinti human rights in the OSCE area	Warsaw, Poland	13 October 2025	38 (20 women, 17 men, 1 non-binary)
Warsaw Human Dimension Conference side event: <i>That boy: a conversation about hate and healing</i> . Film screening and panel discussion	Warsaw, Poland	13 October 2025	45 (30 women, 15 men)
Meeting of the ODIHR International Survivors of Trafficking Advisory Council	Warsaw, Poland	14 and 16 October 2025	6 (6 women)
Warsaw Human Dimension Conference side event: A long road to recovery: sharing good practices on victim identification and long-term support for survivors of human trafficking	Warsaw, Poland	15 October 2025	N/A
Warsaw Human Dimension Conference side event: Human rights defenders' safety and protection	Warsaw, Poland	16 October 2025	35 (20 women, 15 men)
Warsaw Human Dimension Conference side event: Human rights defenders in exile: prospects for stronger EU protection	Warsaw, Poland	16 October 2025	53 (41 women, 12 men)
Training course for human rights defenders — Human Rights at Borders: Advocacy Strategies in Hostile Contexts and Countering Anti-migrant Narratives	Warsaw, Poland	29–31 October 2025	23 (17 women, 6 men)
Meeting on human rights defenders in arbitrary detention, with International Federation for Human Rights (FIDH) and World Organization against Torture (OMCT)	Brussels, Belgium	24–25 November 2025	approx. 40 (approx. 26 women, 14 men)
Meeting of the Countering Trafficking in Human Beings platform for CSOs and frontline responders	Online	28 November 2025	20–30 (no sex disaggregated data available)
Conference — Roma and Sinti Women in the Public Sphere: Turning Voices into Change	Warsaw, Poland	2–3 December 2025	45 (37 women, 8 men)
Advocacy training for Ukrainian Roma and pro-Roma human rights defenders	Warsaw, Poland	9–11 December 2025	25 (16 women, 9 men)
Meeting of the Countering Trafficking in Human Beings platform for CSOs and frontline responders	Online	10 December 2025	On average, 20–30 participants per meeting

Training against hate crimes for civil society representatives and law enforcement in Lithuania, with the Lithuanian Gay League	Vilnius, Lithuania	10–12 December 2025	27 (20 women, 7 men)
Follow-up on the findings and recommendations of ODIHR's assessment on the situation of human rights defenders	San Gwann, Malta	11 December 2025	35 (14 women, 21 men)
2nd CSO Peaceful Assembly Monitoring Network meeting	Online	15 December 2025	22 (10 women, 12 men)

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

Meeting or Event	Location	Date	Number of Participants
Speakers at Empower Talk: Human Rights 30 Forum Inaugural Conference	Tirana, Albania	15–17 January 2025	90 (52 women, 38 men)
OSCE Chairperson-in-Office (CiO) Conference on Addressing Anti-Semitism in the OSCE region, co-organizer	Helsinki, Finland	10–11 February 2025	N/A
Freedom of religion or belief, dialogue and coalition-building workshop for women of diverse backgrounds	Pristina, Kosovo*	24–26 February 2025	31 (29 women, 2 men)
Under the Spotlight 8: Understanding the impact of anti-Semitic hate crime	Online	25 February 2025	53 (40 women, 11 men, 1 non-binary, 1 N/A)
1st meeting of Coalition on Roma Holocaust Education, Remembrance and Recognition of the Genocide of Roma, as part of the Council of Europe and European Union Joint Project "Roma Memory"	Strasbourg, France	26 February 2025	17 (9 women, 8 men)
Speaker at UN Human Rights Council side event on Countering Antisemitism Through Education	Geneva, Switzerland	4 March 2025	> 100 (no sex disaggregated data available)
Speaker at 5th Roma Coordination Group meeting, coordinated by Council of Europe Office in Ukraine	Online	6 March 2025	>20 (no sex disaggregated data available)
Speakers at the Article 18 Alliance Spring Gathering	Geneva, Switzerland	6–7 March 2025	51 (16 women, 35 men)
Accelerating Action through Freedom of Religion or Belief: Empowering Women and Girls, with the EU and the International Affairs Office of The Church of Jesus Christ of the Latter-day Saints	Online	7 March 2025	approx. 50 (no sex disaggregated data available)
Under the Spotlight 9: Gender-based hate crime: the invisibility of bias motivation and the impact on victims	Online	11 March 2025	61 (43 women, 17 men, 1 non-binary)
Lecture on ODIHR's work on hate crime for the University Centre of the Spanish Civil Guard	Online	13 March 2025	47 (no sex disaggregated data available)
Participation in a coordination meeting on combating anti-Muslim hatred, including special representatives from the EU, Council of Europe, OSCE, UN	Brussels, Belgium	13–14 March 2025	68 (24 women, 42 men)
Keynote speaker — Freedom of Religion or Belief and Freedom of Expression at a Stefanus Alliance International event.	Oslo, Norway	14 March 2025	38 (27 women, 11 men)
Ensuring the sensitive and respectful treatment of hate crime victims	Online	20 March 2025	280 (142 women, 132 men, 1 non-binary, 5 no data available)
ODIHR and OSCE CiO Personal Representatives on tolerance and non-discrimination meetings with EU institutions and civil society organizations	Brussels, Belgium	26–28 March 2025	26 (17 women, 9 men)
Workshop on strengthening hate crime data recording and collection in Czechia	Vienna, Austria	2 April 2025	22 (no sex disaggregated data available)

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Speaker at signing meeting of the Drumlanrig Accords on cooperation between Jewish and Muslim communities in the UK	Kettering, United Kingdom	3 April 2025	28 (5 women, 23 men)
Information session for National Points of Contact on ODIHR's 2024 Hate Crime Report	Online	8 April 2025	20 (no sex disaggregated data available)
Follow-up meeting on freedom of religion or belief, dialogue and coalition-building workshop for women of diverse backgrounds, with OSCE Mission in Kosovo	Online	8 April 2025	21 (2 men, 19 women)
Regional training — Recognizing and Combating 'Antigypsyism'	Online	15–16 April 2025	> 140 (no sex disaggregated data available)
Freedom of religion or belief, dialogue and coalition-building workshop for women of diverse backgrounds	Pristina, Kosovo*	12–14 May 2025	25 (23 women, 2 men)
Presentation of National Referral Mechanisms for victims of human trafficking crossing borders at FRONTEX	Warsaw, Poland	14 May 2025	8 (5 women, 3 men)
Training Against Hate Crimes for Law Enforcement (TAHCLE) Training-of-Trainers for Maltese police	Valletta, Malta	20–22 May 2025	18 (8 women, 10 men)
Speaker at 2nd meeting of the EU network of prosecutors specialized in hate crime and criminalized 'hate speech'	Online	23 May 2025	15 (no sex disaggregated data available)
Workshop on understanding and improving hate crime recording and data collection in Moldova	Chisinau, Moldova	27 May 2025	18 (13 women, 5 men)
2nd meeting of Coalition on Roma Holocaust Education, Remembrance and Recognition of the Genocide of Roma, as part of the Council of Europe and European Union Joint Project "Roma Memory"	Online	3 June 2025	16 (7 women, 9 men)
Speaker at Council of Europe training course — Police Operating in Diverse Societies	Durres, Albania	3–4 June 2025	60 (no sex disaggregated data available)
ODIHR and OSCE CiO Personal Representatives on tolerance and non-discrimination country visit	Paris, France	10–13 June 2025	77 (25 women, 52 men)
Speaker at the EU Commission's 7th Working Group meeting on combating anti-Semitism	Gdańsk, Poland	16–18 June 2025	29 (14 women, 15 men)
Under the Spotlight 10: Exploring impact and supporting victims of religion-based hate crimes	Online	17 June 2025	83 (45 women, 35 men, 1 non-binary, 2 no data available)
Speaker at the Council of Europe Conference — Preventing and combating hate crime	Strasbourg, France	19–20 June 2025	>100 (no sex disaggregated data available)
Speaker at 2nd Parliamentary Conference on Interfaith Dialogue	Rome, Italy	23 June 2025	349 (116 women, 233 men)
Speaker at plenary meeting of the International Holocaust Remembrance Alliance	Online	23–26 June 2025	165 (no sex disaggregated data available)
International Training-of-Trainers workshop and consultations on updated Training Against Hate Crimes for Law Enforcement (TAHCLE) curriculum	Warsaw, Poland	24–27 June 2025	23 (12 women, 11 men)
Training on religion and belief in the workplace for European Commission staff	Online	25 June 2025	approx. 50 (no sex disaggregated data available)
Expert meeting on the future of promoting freedom of religion or belief	Oxford, UK	26–27 June 2025	10 (5 women, 5 men)
Expert workshop — Observing and Promoting the Participation of Roma and Sinti in Electoral Processes	Warsaw, Poland	27 June 2025	20 (8 women, 12 men)
Teacher-training workshop on educating against anti-Semitism, intolerance and discrimination, with UNESCO	Rome, Italy	29 June 2025	64 (41 women, 23 men)
International Training-of-Trainers workshop and consultations on updated Prosecutors and Hate Crime Training (PAHCT) curriculum	Warsaw, Poland	1–4 July 2025	16 (10 women, 6 men)

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Organization of four roundtables to foster dialogue among Jewish and Muslim youth	London, UK	6–8 July 2025	54 (23 women, 30 men, 1 non-binary)
Inaugural meeting of new ODIHR Panel of Experts on Freedom of Religion or Belief	Online	24 July 2025	38 (23 women, 15 men)
Participant in UNHCR-led Poland Protection Sector coordination mechanism meeting, with Polish and Ukrainian NGOs	Warsaw, Poland	6 August 2025	48 (40 women, 8 men)
Speaker at the European Union of Jewish Students' "Summer U" programme	Razlog, Bulgaria	10–14 August 2025	>200 (no sex disaggregated data available)
Training on religion and belief in the workplace for European Commission staff	Online	10 September 2025	22 (17 women, 5 men)
Launch of Spanish translation of the <i>Roma Security Guide</i> and training on hate crime data collection, with Spain's National Office for Combating Hate Crimes	Madrid, Spain	15 September 2025	50 (38 women, 22 men)
Speaker at workshop on restorative and victim-centred approach to mitigate hate and (violent) extremism, organized as part of the EU-funded VicTory project	Online	19 September 2025	25 (no sex disaggregated data available)
Roundtable — The Challenges, Opportunities and Needs of Religious or Belief Communities with representatives of diverse religious or belief communities	Warsaw, Poland	22 September 2025	24 (8 women, 14 men)
Webinar — Human Rights and the Production of Disaggregated Data on Roma	Online	22 September 2025	approx. 80 (40 women, 40 men)
Train-the-Trainer course on policing and human rights as part of the Women, Peace and Security agenda, with OSCE Field Offices in Dushanbe and Bishkek	Warsaw, Poland	23–26 September 2025	13 (12 women, 1 man)
Speaker and moderator at UNESCO conference on addressing anti-Semitism in higher education	Paris, France	29 September 2025	100 (no sex disaggregated data available)
Workshop on the systematic and robust collection of disaggregated data and statistics on equality and hate crime, with the European Union Agency for Fundamental Rights	Tirana, Albania	29–30 September 2025	49 (no sex disaggregated data available)
Warsaw Human Dimension Conference side event: Launch of <i>Think again: Freedom of Thought in the Age of AI</i>	Warsaw, Poland	9 October 2025	43 (29 women, 14 men)
Warsaw Human Dimension Conference side event: Policy to Practice – US and European Convergences In Countering Anti-Semitism, with the American Jewish Congress and the US Mission to the OSCE	Warsaw, Poland	12 October 2025	80 (no sex disaggregated data available)
Warsaw Human Dimension Conference side event: Launch of <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities: A Practical Guide</i>	Warsaw, Poland	13 October 2025	40 (20 women, 20 men)
Warsaw Human Dimension Conference side event: Addressing Hate Speech and Discrimination Based on Religion	Warsaw, Poland	13 October 2025	30 (15 women, 15 men)
Warsaw Human Dimension Conference side event: From commitments to action: good practices on regional cooperation on hate crimes in South-Eastern Europe	Warsaw, Poland	13 October 2025	50 (25 women, 25 men)
Warsaw Human Dimension Conference side event: launch of the updated curricula on hate crime training for police and prosecutors	Warsaw, Poland	13 October 2025	50 (25 women, 25 men)
Speaker at Warsaw Human Dimension Conference side event organized by the Association of Religious Organizations of Kazakhstan — Addressing Hate Speech and Discrimination Based on Religion	Warsaw, Poland	13 October 2025	approx. 30 (approx. 15 women, 15 men)
Training on religion and belief in the workplace for European Commission staff	Online	15 October 2025	22 (12 women, 10 men)
12th meeting of the Council of Europe's Committee of Experts on Roma and Traveller Issues	Online	15 October 2025	> 65 (no sex disaggregated data available)
Speaker at UN OHCHR Faith for Rights: commUNity of practices workshop	Online	16 October 2025	approx. 70 (approx 20 women, 50 men)

Speaker at Warsaw Human Dimension Conference side event: Pivoting to Local Dialogue: Strategic Responses to Polarization, organized by the OSCE Mission in Kosovo:	Warsaw, Poland	16 October 2025	18 (7 women, 11 men)
Speaker at 13th meeting of the EU High Level Group On Combating Hate Crime and Hate Speech	Brussels, Belgium	16–17 October 2025	70 (no sex disaggregated data available)
Under the Spotlight 11: Hate Crime Victims with Irregular Migration Status: Safe Reporting Practices	Online	20 October 2025	62 (33 women, 19 men, 10 no data available)
Training on human autonomy and AI, with OSCE RFoM	Vienna, Austria	22 October 2025	approx. 40 (20 women, 20 men)
Speaker at the International Holocaust Remembrance Alliance conference — The Genocide of the Roma and Sinti – Implementation of Tools for Remembrance	Prague, Czech Republic	22–23 October 2025	100 (no sex disaggregated data available)
Two FoRB events: Exploring freedom of religion or belief: law, identity and pluralism and Religious engagement to counter violence against women and girls, with OSCE Mission in Kosovo	Pristina, Kosovo*	23 October 2025	81 (42 women, 39 men)
3rd meeting of Coalition on Roma Holocaust Education, Remembrance and Recognition on the genocide of Roma, as part of the Council of Europe and European Union Joint Project "Roma Memory"	Warsaw, Poland	28 October 2025	15 (7 women, 8 men)
Training — Human Rights at Borders: Advocacy strategies in hostile contexts and countering anti-migrant narratives	Warsaw, Poland	29–31 October 2025	30 (23 women, 7 men)
Speaker at an OSCE HCNM–SPMU consultative roundtable — Recommendations on Policing in Multi-Ethnic Societies at 20 – Focus on Gender	Vienna, Austria	5–6 November 2025	16 (4 women, 12 men)
Speaker at conference — From Underreporting to Visibility 2.0 – Conditions for success in recording hate crime from a comparative European perspective, organized by the CLAIM Alliance	Berlin, Germany	6 November 2025	70 (30 women, 40 men)
Training at a workshop organized by the Greek National Council against Racism and Intolerance (NCRI), and participation in a working meeting with the ECOSYSTEM project consortium	Athens, Greece	10–11 November 2025	30 (10 women, 20 men)
Participation at International Ministerial Conference on Freedom of Religion or Belief	Prague, Czech Republic	12 November 2025	approx. 255 (approx. 65 women, 190 men)
Participation in the IHRA Academic and Education Working Group and Committee Meeting on Anti-Semitism and Holocaust Denial and Distortion	Online	13 November 2025	90 (no sex disaggregated data available)
Annual Meeting of the ODIHR National Points of Contact on Hate Crimes (NPCs)	Warsaw, Poland	17–18 November 2025	45 (27 women, 18 men)
Technical support visit on the revision of the Kyrgyz National Referral Mechanism for the identification, assistance and protection of victims of human trafficking	Bishkek, Kyrgyzstan	17–21 November 2025	N/A
Speaker at conference on Narratives of the Future in Building Interfaith Harmony, organized by Association of Religious Organizations of Kazakhstan	Astana, Kazakhstan	18 November 2025	86 (12 women, 74 men)
Presentation of ODIHR's 2024 Hate Crime Report	Online	19 November 2025	119 (no sex disaggregated data available)
Speaker at the conference Anti-Semitism and the Jewish People in the Legal Aftermath of October 7th, organized by the International Association of Jewish Lawyers and Jurists	Warsaw, Poland	19–21 November 2025	>100 (no sex disaggregated data available)
Training — Addressing Racially Motivated Crimes against Roma, Sinti and Travellers: Towards effective and non-discriminatory policing	Skopje, North Macedonia	24–25 November 2025	41 (11 women, 30 men)
Speaker during Training-of-Trainers on hate crimes, organized by the Central Office for the Fight against Crimes against Humanity and Hate Crimes (OCLCH) at the Gendarmerie Nationale	Paris, France	26–27 November 2025	>100 (no sex disaggregated data available)

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Presentation of <i>Think again: Freedom of Thought in the Age of AI</i> to ENNHRI	Online	27 November 2025	30 (23 women, 7 men)
Presentation of <i>Think again: Freedom of Thought in the Age of AI</i> at the FoRB roundtable Brussels–EU	Brussels, Belgium	1 December 2025	30 (13 women, 17 men)
Presentation of ODIHR's 2024 Hate Crime Report and <i>Practical Guide on Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>	Brussels, Belgium	1 December 2025	30 (13 women, 17 men)
National Referral Mechanism assessment visit	Valletta, Malta	1–5 December 2025	N/A
Speaker during meeting of the European Union network of law enforcement and prosecutors on hate crime and hate speech	Brussels, Belgium	2–3 December 2025	50 (no sex disaggregated data available)
Presentation on hate crime and hate crime victim support for students of Szczecin University	Online	3 December 2025	17 (9 women, 8 men)
Training on countering anti-migration narratives, during a class on European Migration organized by the Council on International Educational Exchange	Online	3 December 2025	20 (14 women, 6 men)
Conference and launch of <i>Belief in Change: Engaging Religious Actors to End Violence against Women and Girls</i>	Warsaw, Poland	4–5 December 2025	57 (34 women, 24 men)
Moderation of the Second Sub-Regional Conference on Addressing Anti-Semitism, Prejudice and Discrimination Through Education – policy and pedagogical dialogues”, organized by UNESCO	Helsinki, Finland	9–11 December 2025	70 (40 women, 30 men)
Winter School on the risks and opportunities of AI: Youth perspectives on AI use and human rights	Geneva, Switzerland	15 December 2025	23 (15 women, 8 men)
Speaker at 6th Roma Coordination Group meeting, coordinated by Council of Europe Office in Ukraine	Online	16 December 2025	> 20 (no sex disaggregated data available)
Roundtable discussion and CHANGE Network working meeting: Towards gender-responsive hate crime victim support systems	Warsaw, Poland	17–18 December 2025	31 (25 women, 5 men, 1 non-binary)
Presentation of ODIHR's 2024 Hate Crime Report and <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i> at a PARTESS-COM Capacity-Building Training for Religious Communities	Dublin, Ireland	16 December 2025	13 (5 women, 8 men)
Speaker at High-Level Roundtable on Religion and Diplomacy, organized by KAIČIID, Dicastery for Interreligious Dialogue of the Holy See and EULEMA	Rome, Italy	18 December 2025	>50 (no sex disaggregated data available)

EXTRABUDGETARY PROGRAMMES AND PROJECTS

Implemented in 2025

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"> Supporting the organization and management of the Warsaw Human Dimension Conference. Enhancing the online Meetings System at meetings.odihr.pl to facilitate participant registration, engagement and conference management in the human dimension.
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.
Election Observation Development Programme	OSCE region	<ul style="list-style-type: none"> Work on new methodological tools such as the <i>Guidelines on Observing and Promoting the Participation of Roma and Sinti in Electoral Processes</i>, the <i>Handbook on the Observation of Referendums</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.

DEMOCRATIZATION DEPARTMENT

Rule of Law

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	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. Work on two monitoring reports, outlining the findings and recommendations, continued in parallel.
	Kazakhstan	<ul style="list-style-type: none"> Publication of 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. The report is available in English and Russian.
	Poland	<ul style="list-style-type: none"> Continued work on supporting rule of law in Poland, including organizing an Expert Rule of Law Roundtable.
	OSCE Region	<ul style="list-style-type: none"> Continued promotion of <i>Recommendations on Judicial Independence and Accountability (Warsaw Recommendations), 2023</i>. Translations into Albanian, Hungarian and Ukrainian (jointly with the SPU). Organizing conference on Rule of Law and the Independence of Administrative Justice in the Eastern Partnership countries. Organizing side event on trial monitoring at the Warsaw Human Dimension Conference. Organizing and contributing to advanced trial monitoring training for staff of the OSCE Mission in Kosovo.
Stronger Democratic Institutions in Eastern Partnership Countries: an ODIHR project supported and funded by the EU	Hungary	<ul style="list-style-type: none"> Presentation of the <i>Recommendations on Judicial Independence and Accountability (Warsaw Recommendations), 2023</i>.
	Central Asia and Mongolia	<ul style="list-style-type: none"> Publication of the Forum Report of the 9th Expert Forum on Criminal Justice for Central Asia in Astana, Kazakhstan, available in English and Russian.
	EU Eastern Partnership countries	<ul style="list-style-type: none"> Organizing and conducting a Conference on Rule of Law and Independence of Administrative Justice in the Eastern Partnership countries.

Legislative Support

Fund/Programme/Project	Region/country	Included work on:
Legislation Review Fund	Armenia, Bulgaria, Cyprus, Georgia, Moldova, Mongolia, Montenegro, Poland, Slovakia, Ukraine	<ul style="list-style-type: none"> 22 legal analyses of legislation, including on: freedom of peaceful assembly (Georgia, Cyprus), freedom of association (Bulgaria, Slovakia), political party regulation (Mongolia, Montenegro, Poland), electoral corruption (Moldova), freedom of expression (Armenia), freedom of the media (Mongolia), non-discrimination (Bulgaria), state of emergency (Moldova), prevention of crime (Ukraine), constitutional revision procedure (Moldova), judicial reform (Moldova), third party regulation in the OSCE region (ongoing), digital technologies and political parties (ongoing), oversight of political parties (ongoing). ODIHR contribution to the preparation of the UN Human Rights Committee's Draft General Comment No. 38 on Article 22 of the International Covenant on Civil and Political Rights. 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. In-country pre-assessment visits and follow-up events to present and discuss the main findings and recommendations from ODIHR's legal analyses to key stakeholders of Moldova, Mongolia and Montenegro (political party law and elections campaign financing reform).

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"> • Legal analyses of legislation, including on judicial reform (Poland – 2), re-evaluation of judges and prosecutors (Moldova) and on judicial reform, including judicial integrity (Ukraine – 4). • Contribution to the discussions on reforming the judicial council of Poland based on the main findings and recommendations from previous ODIHR’s legal analyses on justice reform in Poland. • Presentations of the <i>Guidelines on Democratic Lawmaking for Better Laws</i> in North Macedonia and Turkmenistan. • Training for lawmakers in North Macedonia on gender-sensitive lawmaking and, in Montenegro and Turkmenistan, on post-legislative scrutiny, based on the <i>Guidelines on Democratic Lawmaking for Better Laws</i>. • Launch 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.
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"> • Publication of an expert assessment of the legal framework governing parliamentary oversight and modalities of Parliament’s engagement with civil society and the public in Moldova. • Publication of the preliminary assessment of the regulatory framework governing the lawmaking procedure within the Parliament of Moldova. • Technical legal expertise to support the Parliament of Ukraine to develop 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"> • Publication of <i>Disability Quotas for Parliamentary Elections</i>. • Organizing the annual meeting of ODIHR’s Advisory Panel on the Political Participation of Persons with Disabilities. • Developing an ODIHR methodology for assessing disability inclusion in parliaments. • Organizing an event on the UK Parliamentary Integrity System: Lessons Learned from the House of Commons in London. • Contributing to the International School on Integrity, with Transparency International Lithuania. • Co-organizing the OSCE International Anti-Corruption Day conference with OCEEA. • Publication of <i>Parliamentary Oversight of the Executive</i>. • Further work on the <i>Public Ethics and Integrity Toolkit: Tool 2 — Guidelines for Political Parties</i>. • Early drafting of a publication on lobbying frameworks. • Drafting and organizing a pilot in BiH of the assessment methodology for assessing youth political participation in political parties. • Organizing the School of Leadership and Advocacy for young participants from the Western Balkans and Eastern Partnership countries to build the capacity of young politicians and activists. • Research on parliamentary integrity systems in the OSCE for a forthcoming publication. • Drafting of forthcoming publication on youth political participation in the OSCE region. • Organizing 7th ODIHR/Transparency International Political Integrity Bootcamp: Safeguarding Democracy: Addressing Strategic Corruption and Advancing Political Integrity. • Organizing a side-event at Conference of the State Parties to the United Nations Convention Against Corruption, CoSP 11, showcasing ODIHR’s work on preventive measures combating corruption and the Office’s work with the National Assembly of North Macedonia on parliamentary integrity, in cooperation with OCEEA.
	Montenegro	<ul style="list-style-type: none"> • Conducting a disability inclusion assessment of the Parliament of Montenegro, including an infrastructure assessment and workshop.
	Serbia	<ul style="list-style-type: none"> • Delivering an introductory seminar and induction course for members of the National Assembly of Serbia on the Code of Conduct.

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"> • 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 7th ODIHR/TI Political Integrity Bootcamp: Safeguarding Democracy: Addressing Strategic Corruption and Advancing Political Integrity. • Organizing the School of Leadership and Advocacy for young participants from the Western Balkans and Eastern Partnership countries to build the capacity of young politicians and activists. • Development of youth-focused research and workshop material, including contributions to the Youth Progress Index 2025 and drafting of the forthcoming <i>Manual for Policy Advisers</i>.

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 of the <i>Gender Parity Roadmap</i>. • Organizing two events to promote ODIHR's support to OSCE countries on promoting gender parity, in cooperation with the OSCE PA. • Organizing a global launch of the <i>Sarajevo Tool for Engaging Male Politicians in Achieving Gender Equality in Politics</i> at the 69th UN Commission on the Status of Women. • Organizing, together with Finland and OSCE PA, an OSCE-wide, two-day review workshop on gender-sensitive parliaments, which resulted in the adoption of the <i>Helsinki Pledges on Gender-sensitive Parliaments in the OSCE region</i> (available in 9 languages). • Coordinating the delivery of advanced training on gender equality in politics for governmental bodies for gender equality from 16 OSCE states. Organized over four months, with UN Women and the Swedish Government. • Finalizing a curriculum and training materials for courses on engaging male political leaders for gender equality in politics.
	Germany	<ul style="list-style-type: none"> • Co-organizing a parliamentary event on gender-sensitive parliaments in the German <i>Bundestag</i>.
	Albania	<ul style="list-style-type: none"> • Completing a parliamentary gender audit with action-oriented recommendations.
	Serbia	<ul style="list-style-type: none"> • Completing a parliamentary gender audit with action-oriented recommendations.
	Luxembourg	<ul style="list-style-type: none"> • Delivering a gender equality in politics workshop for parliamentary political party representatives, to encourage them to conduct gender audits.
	Tajikistan	<ul style="list-style-type: none"> • Delivering a two-day gender equality in politics course for parliamentary political party representatives.
	Latvia	<ul style="list-style-type: none"> • Completing a parliamentary gender audit, with action-oriented recommendations.

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"> • Organizing training in Warsaw for National Human Rights Institutions (NHRIs) from Central, Eastern and Northern Europe, South-Eastern Europe and the northern-Mediterranean region on exploring new technologies, their risks and opportunities. This training was followed by a one-day roundtable debate with representatives from 12 NHRIs on the instrumentalization of migration.
COMPASS: Comprehensive Assistance for Migration Policies in the OSCE Region	South-eastern, Central and Eastern Europe	<ul style="list-style-type: none"> • Organizing training in Warsaw for human rights defenders on advocacy strategies in hostile contexts and countering anti-migrant narratives.
Stronger Democratic Institutions in Eastern Partnership Countries: an ODIHR project supported and funded by the EU	Armenia	<ul style="list-style-type: none"> • Organizing a training course in Yerevan on good practices in migrant and refugee 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	OSCE region	<ul style="list-style-type: none"> Side event at Warsaw Human Dimension Conference on the role of National Human Rights Institutions in strengthening the human rights compliance of counter-terrorism measures.
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 the network organizations of Association for the Prevention of Torture (APT).
	Georgia, Slovakia	<ul style="list-style-type: none"> Assembly monitoring training for ombuds staff.
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Freedom of Religion or Belief	South-East Europe	<ul style="list-style-type: none"> Two workshops on coalition building and strategic organization on combating violence against women and girls, for women from diverse ethnic and religious backgrounds in Kosovo.* Conference on freedom of religion or belief organized in Pristina for university professors coming from law and theology faculties around Kosovo Round table for women and religious communities on engaging religious actors in combating violence against women and girls in Kosovo.
	OSCE Region	<ul style="list-style-type: none"> Publication and launch of <i>Think again: Freedom of thought in the age of artificial intelligence</i> at a Warsaw Human Dimension Conference side event. Publication and launch of <i>Belief in Change: Engaging religious actors in combating violence against women and girls</i>.
	Central Asia	<ul style="list-style-type: none"> Presentation of <i>Belief, Dialogue and Security: Fostering dialogue and joint action across religious and belief boundaries</i> at a conference organized by the Association of Religious Organizations of Kazakhstan (AROK).
Promoting a Human Rights-Compliant and Gender-Responsive Security Sector — Anti-Trafficking	OSCE region	<ul style="list-style-type: none"> ODIHR and ISTAC participation in the 25th Anti-Trafficking Alliance Conference, organized by OSR/CTHB. ODIHR and ISTAC participation in an annual meeting to finalize a multi-year strategy, advance other workstreams and provide training to strengthen their leadership capacities. ODIHR and ISTAC participation in the first UN Global Forum for Human Trafficking Survivors, organized by UNODC. Work on a shortened version of the <i>National Referral Mechanisms Handbook</i>.
Increasing effectiveness, strengthening enabling environment for human rights defenders — Human Rights Defenders	OSCE region	<ul style="list-style-type: none"> Redeveloping the online educational platform for human rights defenders, FreedomLab. Finalization of ODIHR's new eLearning course on risk management for human rights defenders. A side event at the Warsaw Human Dimension Conference on Human Rights Defenders in Exile: Prospects for stronger EU Protection. Consultations with OSCE Delegations ahead of a review of the ODIHR <i>Guidelines on the Protection of Human Rights Defenders</i>.
	Poland	<ul style="list-style-type: none"> Starlight Stadium workshop with students of College of Europe, Natolin.
	Italy	<ul style="list-style-type: none"> Starlight Stadium workshop at the Venice School for Human Rights Defenders.
	Malta	<ul style="list-style-type: none"> Follow-up meeting on the findings of ODIHR's assessment visit to Malta on the situation of human rights defenders and the implementation of ODIHR's recommendations.
	Europe	<ul style="list-style-type: none"> Participation in multi-stakeholder dialogue on human rights defenders' mobility and protection in the EU, organized in Brussels.
	Global	<ul style="list-style-type: none"> Participation in Inter-Mechanisms Meeting on human rights defenders in arbitrary detention.
Increasing effectiveness, strengthening enabling environment for human rights defenders — National Human Rights Institutions	OSCE region	<ul style="list-style-type: none"> Online workshop for NHRIs on Conducting a risk assessment. Online workshop for NHRIs on Developing a risk management plan. Training on crisis management for National Human Rights Institutions (NHRIs). Side event at Warsaw Human Dimension Conference on Strengthening resilient national human rights institutions to promote and protect human rights, with European Network of National Human Rights Institutions.

* 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:
Human Rights Monitoring Fund — Ukraine Monitoring Initiative (UMI)	Ukraine	<ul style="list-style-type: none"> • Three monitoring missions to Kyiv. • Two 'hybrid' missions to Kyiv (i.e., interviews with witnesses and meetings with civil society organizations).
	OSCE region	<ul style="list-style-type: none"> • Publication of the <i>Seventh Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>. • Publication of the <i>Eighth Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>. • Development of an eLearning course — 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"> • Joint police and civil society training sessions on hate crime and hate crime victim support (Romania, Lithuania). • Presentations and training sessions on hate crime victim support for law enforcement (France), policymakers (Greece) and civil society representatives (VicTory project consortium). • A public webinar on the sensitive and respectful treatment of hate crime victims (in Spanish). • Four 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"> • Publication of <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>, with translation into Italian and Russian, and launch during a side event at the Warsaw Human Dimension Conference. • Presentations of <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i> for the OSCE National Points of Contact on Hate Crimes (Poland), the Brussels-EU FoRB Roundtable (Belgium) and at a PARTESS-COM project national training event on the safety of religious communities (Ireland).
Pathways to Inclusion and Resilience	OSCE region	<ul style="list-style-type: none"> • Two, four-day international Train-the-Trainer workshops: Training Against Hate Crimes for Law Enforcement (TAHCLE) and Prosecutors Against Hate Crime Training (PAHCT), for a new cohort of expert international hate crime trainers who will be deployed on future TAHCLE and PAHCT training courses across the OSCE region. • Translation of <i>Hate Crime Prosecution at the Intersection of Hate Crime and Criminalized 'Hate Speech'</i> into eight languages: Albanian, Bosnian, Macedonia, Montenegrin, Polish, Romanian, Serbian and Spanish. • Organization of a diagnostic workshop on hate crime data collection in Moldova.

CONTACT POINT FOR ROMA AND SINTI ISSUES

Fund/Programme/Project	Region/country	Included work on:
Assisting Participating States to Effectively Implement the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area (1300959)	Spain	<ul style="list-style-type: none"> • Launch of <i>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities</i> in Spanish. The partner institutions committed to distribute it to all regional prosecutors, incorporate elements into their law enforcement training and upload onto institutional websites.
	North Macedonia	<ul style="list-style-type: none"> • Two training events: 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 (1300442)	OSCE Region	<ul style="list-style-type: none"> • Developing an advocacy handbook to give Roma and pro-Roma civil society practical information on Roma and Sinti women's rights to support gender-responsive and intersectional advocacy for achieving gender mainstreaming in policymaking.

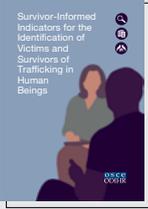
UKRAINE 2025

Fund/Programme/Project	Region/country	Included work on:
<p>Programme on ODIHR Support for and Engagement in Ukraine Project “Supporting the Human Dimension of Security in Ukraine in Times of Crisis” (1300963)</p>	Ukraine	<ul style="list-style-type: none"> • Commissioning translation of the facilitator’s guide for the Starlight Stadium game into Ukrainian and Russian. • Organizing training on the identification and protection of victims of trafficking amid the war in Ukraine with a focus on children. • Conducting a series of online meetings on the CTHB platform for CSOs and frontline responders. • Development of a compendium of good practices and lessons learned on civil registration and lack of documentation among Roma in the OSCE Region. • Commissioning the Ukrainian translation of the <i>Integrating Roma and Sinti issues in the work of National Human Rights Institutions and National Equality Bodies</i>. • Organizing a study visit for Ukrainian officials to Romania to explore best practices on Roma inclusion. • Commissioning a report on best practices and lessons learnt on Roma inclusion through policy reform in Romania. • Organizing a workshop on strengthening the role of women-led diaspora organizations in advancing inclusive reconstruction in Ukraine. • Organizing the Gender Mainstreaming Academy for gender advisers from Ukraine. • Supporting the Network of Gender Advisers in Ukraine. • Organizing the study visit of the <i>Verkhovna Rada</i> of Ukraine to the UK parliament to support parliamentary integrity reforms. • Preparation of the <i>Opinion on the Code of Judicial Ethics of Ukraine</i>. • Commissioning Easy-to-Read version of Ukrainian public documents related to political and public life. • Organizing a series of consultative meetings with the Supreme Court of Ukraine on the preparation of guidelines on the adjudication of war crimes. • Commissioning drafting of a Judicial Guidelines tool for judges adjudicating war crimes cases in Ukraine. • Organizing a webinar series for Ukrainian law practitioners on the application of international law and practices of Defence Counsel in domestic war crimes cases. • Organizing a seminar and mock trial activity for Ukrainian law practitioners on principles of international law and their application in Ukraine’s domestic adjudication of war crimes and violations of international humanitarian law. • Supporting the participation of Ukrainian civil society and state representatives in the Supplementary Human Dimension Meeting II and the Warsaw Human Dimension Conference. • Commissioning a needs assessment report identifying gaps and making recommendations for a hate crime training workshop in 2026. • Organizing Advocacy Training for Ukrainian Roma and pro-Roma human rights defenders.

CHANGE 2025

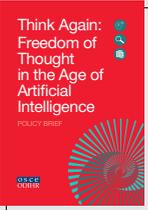
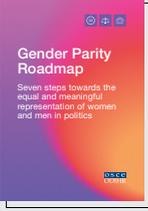
Fund/Programme/Project	Region/country	Included work on:
Capitalizing on the Human Dimension Mandate to Advance Gender Equality (CHANGE)	OSCE region	<ul style="list-style-type: none"> Publishing <i>Engaging Men on Gender Equality</i>, in partnership with the OSCE/WIN project.
	OSCE region	<ul style="list-style-type: none"> Publishing <i>Belief in Change: Engaging Religious Actors to End Violence against Women and Girls</i>. Organizing an international conference in Warsaw to launch the new guide among religious leaders, leading academics and practitioners.
	OSCE Region	<ul style="list-style-type: none"> Organizing an international conference on Roma and Sinti Women in the Public Sphere: Advancing Collective and Transnational Action for Meaningful Participation.
	OSCE region	<ul style="list-style-type: none"> Organizing a Warsaw Human Dimension Conference side event on Human rights infrastructure as a foundational element in countering backsliding on gender equality.
	OSCE region	<ul style="list-style-type: none"> Publishing <i>Tool 6 – Experiences and Coping Strategies of Women in Politics</i> of the <i>Addressing Violence against Women in Politics In the OSCE Region Toolkit</i>.
	OSCE region	<ul style="list-style-type: none"> Contributing to the Marketplace of OSCE Impact Stories as part of the Chairpersonship Conference on Gender Equality: Building resilience through inclusion and empowerment.
	OSCE region	<ul style="list-style-type: none"> Organizing CHANGE Network working meeting Towards Gender-Responsive Hate Crime Victim Support Systems.
	Global	<ul style="list-style-type: none"> Organizing a side event at 69th UN Commission on the Status of Women on the intersection of EU enlargement, gender mainstreaming and gender backsliding from the perspectives of EU accession countries, EU Member States and international organizations.
	Georgia, North Macedonia and Poland	<ul style="list-style-type: none"> Organizing three meetings of the CHANGE Transnational Network to Prevent, Address and Reverse Gender Backsliding. Updating the CHANGE Network's Framework for Gender Equality Monitoring: Using data to counter regression and promote progress.
	North Macedonia and Poland	<ul style="list-style-type: none"> Organizing two strategic planning workshops on collective action for the increased and meaningful participation of Roma women in politics and the public sphere.
North Macedonia	<ul style="list-style-type: none"> Delivering a workshop on parliamentary integrity and the Code of Conduct of the Assembly of North Macedonia. Designing and delivering training for MPs and parliamentary staffers: From Lawmaking to Action: Advancing Gender Sensitivity in the Parliament of North Macedonia. 	
Poland	<ul style="list-style-type: none"> Designing and delivering a workshop on integrating a gender perspective in the internal and external oversight of the security sector in Poland and strengthening the implementation of the Women, Peace and Security (WPS) agenda. Organizing a consultation and dialogue follow-up meeting on gender equality and human rights, for stakeholders from government authorities, the national human rights institution, civil society organizations and human rights defenders. Organizing a consultation meeting on gender-related ODIHR electoral recommendations for election stakeholders in Poland and exploring ways to increase women's electoral participation and representation. Delivering a workshop on Institutional Responses to Violence Against Women in Politics in Poland, for Polish political parties, MPs and civil society to map institutional measures that can be taken to address VAWIP. 	

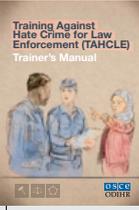
ODIHR PUBLICATIONS IN 2025

Title	Month of publication	Description	Languages
	February	This report presents the findings of ODIHR's sixth peaceful assembly monitoring cycle, conducted in Estonia, France, Moldova and Romania, between May 2022 and June 2024.	English
	March	This publication gives guidance on how to inspire and strengthen the engagement of male politicians in promoting gender equality.	English Bosanski Русский
	March	Launched in 2021, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) CHANGE project employs a transformative approach to promoting gender equality, women's human rights and safety. It integrates a broad range of elements from across ODIHR's mandate to address obstacles to achieving gender equality.	English
	March	This report highlights the impact of activities carried out by the OSCE Office for Democratic Institutions and Human Rights (ODIHR) in 2024.	English
	March	This publication aims to help address the gap in tools for identifying victims of trafficking in human beings, drawn on the knowledge, professional expertise and lived experience of survivor leaders from ISTAC.	English
	April	An ODIHR project supported and funded by the EU, this project aims to increase public trust in democratic institutions and foster more inclusive, accountable and transparent governance, with respect for human rights and the rule of law. Stronger democratic institutions contribute to more effective responses to current crises while building resilience to future challenges.	English

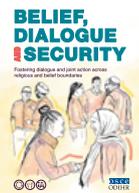
Title	Month of publication	Description	Languages
	April	A factsheet explaining the purpose of the Limited Election Observation Mission to Poland's 2025 Presidential Election.	English Polski
	May	This publication presents a comparative study of parliamentary oversight of the executive enshrined in the constitutions and parliamentary Rules of Procedure of 56 OSCE participating States.	English Русский
	June	These guidelines aim to assist National Human Rights Institutions and National Equality Bodies in protecting and promoting human rights and equality for Roma and Sinti.	English
	July	This guide, jointly developed by ODIHR, the OSCE High Commissioner on National Minorities and UNHCR, aims to encourage OSCE participating States to adopt good practices to address and prevent childhood statelessness, ensure universal birth registration and implement other positive measures to protect stateless children.	English
	July	Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine	English Русский Українська
	July	This guide sets out to increase understanding of anti-Christian hate crimes and the importance of ensuring the security needs of Christian communities.	English Русский Italiano
	September	A factsheet explaining the work of ODIHR in promoting the human rights of Roma and Sinti and their integration in society.	English

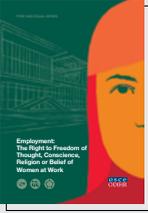
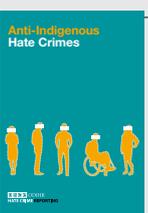
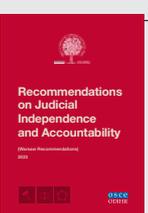
Title	Month of publication	Description	Languages
	September	A factsheet explaining the work of ODIHR on migration and human rights at international borders.	English
	September	A factsheet explaining the work of ODIHR on Rule of Law.	English Русский
	September	A factsheet explaining the work of ODIHR on Legislative Assistance and how to request it.	English Русский
	September	A factsheet explaining the work of ODIHR on democratic lawmaking.	English Русский
	September	A factsheet explaining the work of ODIHR on supporting and protecting human rights defenders.	English
	September	A factsheet explaining the work of ODIHR in promoting the right to freedom of thought, conscience, religion or belief.	English
	September	This publication presents nine policy and good practice recommendations to support diverse audiences in their work to include men in building a more gender-equal, peaceful, prosperous and democratic world.	English

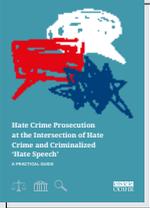
Title	Month of publication	Description	Languages
	October	This brief examines the implications for freedom of thought of the new information ecosystem, the potential impacts of AI-based neurotechnologies and outlines recommendations for states to consider in upholding freedom of thought in the digital age.	English
	October	This publication presents a seven-step roadmap for OSCE participating States to work towards achieving gender parity.	English Русский
	November	This guide helps practitioners navigate the complexities of restorative justice in hate crime and hate incident cases, while addressing the limitations and risks of such practices.	English
	December	This publication explores the different roles and contributions of religious actors in addressing VAWG. It includes examples of how religious actors are already engaged in fighting VAWG and outlines some ideas for constructive cooperation.	English
	December	Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine	English
	December	Complementing the previous five tools in the Addressing Violence against Women in Politics in the OSCE Region Toolkit, this tool presents the experiences of individual women politicians and their strategies for responding to and coping with violence.	English
	December	Disability quotas have emerged as a mechanism for increasing the representation of people with disabilities in national parliaments. This guide examines the three types of quotas used for parliamentary elections: reserved seats, legislative quotas, and party quotas.	English

Title	Month of publication	Description	Languages
	December	<p>ODIHR's Training Against Hate Crime for Law Enforcement (TAHCLE) programme is designed to improve law enforcement responses to hate crime cases by giving police the knowledge and skills to recognize, understand and effectively investigate hate crimes, whilst taking a victim-centred approach.</p>	English
	December	<p>ODIHR's Prosecutors and Hate Crimes Training (PAHCT) is designed to improve the responses of prosecutors to hate crimes by giving them the knowledge and skills to apply national law and to ensure consistency in the appropriate qualification of hate-based offending.</p>	English

TRANSLATIONS OF EARLIER PUBLICATIONS

Title	Original publication date	Languages
	2024	<p>Русский Українська</p>
	2018	Bosanski
	2024	<p>Bosanski Hrvatski Italiano Русский Shqip Українська</p>

Title	Original publication date	Languages
 <p>Parliamentary bodies for gender equality — Overview and recommendations — Tool 3</p>	2024	Русский
 <p>Employment: The Right to Freedom of Thought, Conscience, Religion or Belief of Women at Work</p>	2024	Bosanski
 <p>NSTAC Guidance on establishing and maintaining National Survivors of Trafficking Advisory Councils (NSTACs)</p>	2024	Русский
 <p>Anti-Roma Hate Crime factsheet</p>	2021	Español
 <p>Anti-Indigenous Hate Crime Factsheet</p>	2023	Español
 <p>Recommendations on Judicial Independence and Accountability (Warsaw Recommendations), 2023</p>	2023	Русский Shqip Українська
 <p>The Right to Monitor Assemblies in the OSCE Region: Experiences from the Field</p>	2024	Русский

Title	Original publication date	Languages
 <p>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide</p>	2023	Español
 <p>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</p>	2023	Shqip
 <p>Hate Crime Prosecution at the Intersection of Hate Crime and Criminalized 'Hate Speech': a Practical Guide</p>	2024	Bosanski Español Macedonian Montenegrin Polski Romanian Serbian Cyrillic Shqip
 <p>The Sensitive and Respectful Treatment of Hate Crime Victims</p>	2021	Lithuanian

LEGISLATIVE REVIEWS

Released in 2025 (available on ODIHR's [website](#) and at www.legislationline.org)

In 2025, ODIHR received 35 requests for legislative assistance and finalized 39 legislative reviews (26 in 2024), providing assistance to 15 OSCE participating States.

	Country	Full Name of Legal Review or Legislative Assessment	Publication Date
1	Moldova	Opinion on the Law of the Republic of Moldova on the External Evaluation of Judges and Prosecutors of 17 August 2023 (as last amended in September 2024)	11 February 2025
2	Poland	Opinion on the Act on Political Parties	18 February 2025
3	Georgia	Urgent Opinion on the Amendments to the Law on Assemblies and Demonstrations, the Code of Administrative Offences and the Criminal Code of Georgia (as adopted on 6 February 2025)	6 March 2025
4	Serbia	Opinion on Draft Law on Amendments to the Law on the Unified Voter Register	28 March 2025
5	Mongolia	Preliminary Opinion on the Law on Political Parties	3 April 2025
6	Kyrgyzstan	Opinion on Draft Constitutional Law on Amendments to the Constitutional Law 'On Elections of the President of the Kyrgyz Republic and Members of Jogorku Kenesh of the Kyrgyz Republic'	16 April 2025
7	Slovakia	Urgent Opinion on the Law Amending Act No. 213/1997 Coll. on Non-Profit Organizations Providing Public Benefit Services and Amending Other Acts (Print 245, Adopted on 16 April 2025)	25 April 2025
8	Montenegro	Opinion on the Law on Political Parties	25 April 2025
9	Moldova	Urgent Opinion on the Draft Law No. 381 of 17 December 2024 "On Amendments to Certain Normative Acts on the Effective Combat Against the Phenomenon of Electoral Corruption and Related Aspects"	29 April 2025
10	Mongolia	Final Opinion on the Law on Political Parties	16 May 2025
11	Moldova	Opinion on the Provisions of the Draft Code on the Organization and Functioning of the Parliament of Moldova Related to the Constitutional Revision Procedure (Chapter IV)	19 May 2025
12	Moldova	Preliminary Opinion on the Draft Code on the Organization and Functioning of the Parliament (Regarding the Legislative Procedure, Chapter III)	26 May 2025
13	Bulgaria	Opinion on the Act Amending and Supplementing the Preschool and School Education Act	30 May 2025
14	Bulgaria	Opinion on the Draft Act on the Registration of Foreign Agents (as of 11 November 2024)	30 May 2025
15	Serbia	Opinion on Updated Draft Law on Amendments to the Law on the Unified Voter Register (Opinion no. 2)	2 June 2025
16	Montenegro	Opinion on the Law on Election of Councillors and Members of Parliament and the Law on Election of the President	2 June 2025
17	Montenegro	Opinion on the Laws of Montenegro Governing Voter Registration	2 June 2025
18	Ukraine	Opinion on the Draft Law of Ukraine "On the Usage of Passenger Information for Combating Terrorism, Serious and Especially Serious Crimes"	13 June 2025
19	Estonia	Opinion on the Regulation of Internet Voting	17 June 2025
20	Moldova	Opinion on the Draft Code on the Organization and Functioning of the Parliament of Moldova (Aspects Related to the Representative Functions of the Parliament)	7 July 2025

21	Moldova	Opinion on the Draft Code on the Organization and Functioning of the Parliament of Moldova (regarding the Procedure for Declaring a State of Emergency, Siege or War, Chapter V)	8 July 2025
22	Serbia	Opinion on further Updated Draft Law on Amendments to the Law on the Unified Voter Register (Opinion no. 3)	10 July 2025
23	Poland	Note on Certain Aspects Related to Suspension of Limitation Periods for Disciplinary and Criminal Offences Committed by Judges and Prosecutors	31 July 2025
24	Mongolia	Joint ODIHR-OSCE Representative on Freedom of the Media Opinion on the Draft Law on Freedom of Media of Mongolia	6 August 2025
25	Moldova	Preliminary Opinion on the Draft Code on the Organization and Functioning of the Parliament (regarding Parliamentary Oversight, Title III)	18 August 2025
26	Mongolia	Opinion on the Draft Law on Amendments to the Law on Political Parties of Mongolia	26 August 2025
27	Moldova	Opinion on the Draft Code on the Organization and Functioning of the Parliament of Moldova (regarding the Relations of the Parliament with Other Branches of Power, Chapters VI, VII, VIII, IX, XI and XII)	26 August 2025
28	North Macedonia	Opinion on the 2006 Electoral Code, as Amended, and Draft Law on Amending the Electoral Code	29 August 2025
29	Serbia	Opinion on further Updated Draft Law on Amendments to the Law on the Unified Voter Register (Opinion no. 4)	3 September 2025
30	Cyprus	Urgent Opinion on the Law 151(I) of 2025 on Public Gatherings and Parades	17 September 2025
31	Serbia	Opinion on further Updated Draft Law on Amendments to the Law on the Unified Voter Register (Opinion no. 5)	3 October 2025
32	Armenia	Comparative Note on the Application of International Freedom of Expression Standards in Relation to Breaches of Codes of Conduct by State Officials	5 November 2025
33	Georgia	Urgent Opinion on the Amendments to the Code of Administrative Offences and the Criminal Code of Georgia (as adopted on 16 October 2025)	12 November 2025
34	Poland	Urgent Interim Opinion on the Draft Act of Poland on Restoring the Right to an Independent and Impartial Court Established by Law by Regulating the Effects of Resolutions Adopted by the National Council of the Judiciary in 2018-2025	5 December 2025
35	Uzbekistan	Joint ODIHR-OSCE Representative on Freedom of the Media Opinion on the Draft Law of Uzbekistan on the Protection of Users' Rights on Online Platforms and Websites	5 December 2025
36	Ukraine	Comparative Note on the Applicable Standards and Regulation of Recusals and Self-recusals of Judges	15 December 2025
37	All	Note in Contribution to the Draft CCPR General Comment on Article 22 of the ICCPR (Right to Freedom of Association)	19 December 2025
38	Ukraine	Opinion on the Law of Ukraine no. 4547-IX "On Amendments to the Code of Ukraine on Administrative Offences, the Criminal Code and the Criminal Procedure Code of Ukraine to Ensure the Protection of Guarantees of Advocacy" (Bill no. 12320 of 16 December 2024)	19 December 2025
39	Ukraine	ODIHR Opinion on the Rules of Professional Ethics of the Judges of the Constitutional Court of Ukraine	30 December 2025

ODIHR ELECTION REPORTS AND STATEMENTS

Released in 2025

Early presidential election, Azerbaijan, 7 February 2024

1. ODIHR EOM Final Report

General elections, United Kingdom, 4 July 2024

2. ODIHR EET Final Report

Early parliamentary elections, Azerbaijan, 1 September 2024

3. ODIHR EOM Final Report

Local elections, Bosnia and Herzegovina, 6 October 2024

4. ODIHR EOM Final Report

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

5. ODIHR EOM Final Report

Parliamentary elections, Uzbekistan, 27 October 2024

6. ODIHR EOM Final Report

General elections, USA, 5 November 2024

7. ODIHR LEOM Final Report

Parliamentary elections, Liechtenstein, 9 February 2025

8. ODIHR NAM Report

Parliamentary elections, Tajikistan, 2 March 2025

Despite a timely invitation, the failure of the relevant authorities to accredit ODIHR observers already deployed in Dushanbe and to provide the necessary formal assurances prevented observers from carrying out their work and ultimately led to the cancellation of the mission.

Parliamentary elections, Albania, 15 May 2025

9. ODIHR NAM Report
10. ODIHR EOM Interim Report
11. ODIHR EOM Preliminary Statement
12. ODIHR EOM Final Report

Early parliamentary elections, Germany, 23 February 2025

13. ODIHR NAM Report
14. ODIHR EAM Final Report

Repeat presidential election, Romania, 4 and 18 May 2025

15. ODIHR Pre-Election Visit Report
16. ODIHR LEOM Interim Report
17. ODIHR LEOM Preliminary Statement, 1st round

18. ODIHR LEOM Preliminary Statement, 2nd round

19. ODIHR LEOM Final report

Presidential election, Poland, 18 May and 1 June 2025

20. ODIHR NAM Report
21. ODIHR LEOM Interim Report
22. ODIHR LEOM Preliminary Statement, 1st round
23. ODIHR LEOM Preliminary Statement, 2nd round
24. ODIHR LEOM Final Report

Early federal election, Canada, 28 April 2025

25. ODIHR NAM Report

Early parliamentary elections, Portugal, 18 May 2025

26. ODIHR NAM Report
27. ODIHR EET Final Report

Parliamentary elections, Czechia, 3–4 October 2025

28. ODIHR NAM Report

Parliamentary elections, Moldova, 28 September 2025

29. ODIHR EOM Interim Report
30. ODIHR EOM Preliminary Statement

Parliamentary elections, Norway, 8 September 2025

31. ODIHR NAM Report

Local elections, North Macedonia, October 2025

32. ODIHR NAM Report
33. ODIHR EOM Interim Report
34. ODIHR EOM Preliminary Statement, 1st round
35. ODIHR EOM Preliminary Statement, 2nd round

Early parliamentary elections, The Netherlands, 29 October 2025

36. ODIHR NAM Report

Early election of the President of Republika Srpska, Bosnia and Herzegovina, 23 November 2025

37. ODIHR NAM Report
38. ODIHR SEAM Preliminary Statement

Early parliamentary elections, Kyrgyzstan, 30 November 2025

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

NEEDS ASSESSMENT MISSIONS CONDUCTED IN 2025

	Country	Election type	Election date
1	Canada	Early federal election	28 April 2025
2	Romania	Repeat presidential election	4 and 18 May 2025
3	Portugal	Early parliamentary elections	18 May 2025
4	Poland	Presidential election	18 May and 1 June 2025
5	Norway	Parliamentary elections	8 September 2025
6	Czech Republic	Parliamentary elections	3–4 October 2025
7	North Macedonia	Local elections	19 October and 2 November 2025
8	The Netherlands	Early parliamentary elections	29 October 2025
9	Bosnia and Herzegovina	Early presidential election (Republika Srpska)	23 November 2025
10	Kyrgyzstan	Early parliamentary elections	30 November 2025
11	Cyprus	Parliamentary elections	24 May 2026
12	Slovenia	Parliamentary elections	2026
13	Hungary	Parliamentary elections	2026

ELECTION FOLLOW-UP VISITS IN 2025

	Country	Follow-up type	Dates
1	Estonia	Preparation of Opinion on the Regulation of Internet Voting in Estonian parliamentary, local and European parliament elections	10–13 February 2025
3	Kyrgyzstan	Meeting of the Interagency Working Group on improving electoral legislation for the public discussion of the Draft Constitutional Law on Amendments to the Constitutional Law 'On Elections of the President of the Kyrgyz Republic and Members of Jogorku Kenesh of the Kyrgyz Republic'	6–9 April 2025
4	Mongolia	Presentation of the ODIHR Preliminary Opinion on the Law on Political Parties of Mongolia	7–11 April 2025
2	Bosnia and Herzegovina	Presentation of the Final Report on 2024 local elections	23–25 April 2025
7	Mongolia	Presentation of the Final Report on 2024 parliamentary elections	15–19 June 2025
8	Uzbekistan	Presentation of the Final Report on 2024 parliamentary elections	9–12 September 2025
9	Turkmenistan	Presentation of the Final Report on 2023 parliamentary elections	15–18 September 2025
10	Germany	Presentation of the Final Report 2024 parliamentary elections	13–17 October 2025
11	Poland	Presentation of the Final Report 2024 presidential election	24–27 November 2025

