

DRAFT Project Proposal

OSCE Centre in Bishkek

Project Title: Community Security Initiative Kyrgyzstan

General Information

Project No.: 5300376 Programme Name: Police Reform Programme Geographical Area: Kyrgyzstan Thematic Category: Police Activities Starting Date: 23 July 2010 Ending Date: 31 December 2011 Total Financial Requirements: €3,759,400 Implementing Partner: Beneficiaries: Kyrgyzstan Mol/Police Budget:	PROJECT MANAGER Name: Markus Mueller Title: Head of CSI E-mail: markus.mueller @osce.org Telephone: +996 775 98 33 24
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1. Executive Summary

Following the June 2010 unrest in southern Kyrgyzstan, and in response to a request from the Kyrgyz Republic, the Permanent Council authorized the deployment of an OSCE Police Advisory Group to support the efforts of the authorities of the Kyrgyz Republic (PC.DEC/947). A small team deployed to Kyrgyzstan in late August to prepare for the full deployment of that Group.

After extensive discussions and further developments in Kyrgyzstan, the Government of the Kyrgyz Republic subsequently expressed its interest¹ in a special project aimed at reducing the threats to public security and its conviction that assistance to its police agencies was necessary, especially in the south of the country. On 18 November, the Permanent Council, in its Decision No. 961, decided to support the understanding reached between the Kyrgyz Republic and the OSCE Centre in Bishkek to implement PC.DEC/947 on the basis of the Concept for the Community Security Initiative jointly developed with the Ministry of Interior (PC.DEL/1081/10).

The main objective of the Community Security Initiative is to support the Kyrgyzstan police² in addressing the specific security situation after the June events. It shall contribute to the professionalism of the Kyrgyzstan police in providing human security for all members and communities of Kyrgyzstan's population, irrespective of ethnicity. At the same time, the project will be a pilot initiative to contribute to the longer term, wider national police reform programme envisaged by the Government of the Kyrgyz Republic.

The project will comprise up to 30 seconded international police advisors, one international contracted and 27 locally recruited programmatic and support staff. The main focus of the project will be 8 police stations in the southern provinces and 2 police stations in the Chuy provinces, where programmatic staff will advise and support Kyrgyzstan police in protecting and respecting human rights, co-operating with local communities and operating in a multi-ethnic environment.

¹ In a statement to the Permanent Council on 4 November (PC.DEL/1050/10).

² Refers to territorial units of the Ministry of Interior.

This is a revision of the project previously titled 'OSCE Police Advisory Group to Kyrgyzstan', the main differences being that it runs for 1 year once the preparatory phase is complete (expected on 31 December) and it has a stronger capacity building trait.

2. Background and Justifications

Background

On 10 June 2010, in the southern city of Osh violent clashes broke out between ethnic Kyrgyz and ethnic Uzbek youth groups that subsequently resulted in the escalation of violence and large scale clashes between the two ethnic groups. A large number of private households, businesses, and a number of state-owned buildings were set on fire and roadblocks and barricades were erected by local residents throughout the city – mainly for self-protection purposes. The unrest subsequently spilled over to Jalal-Abad. The Provisional Government of Kyrgyzstan (PG) declared a state of emergency and established curfews in Osh and Jalal-Abad cities and the outlying districts. At that stage, an estimated 400,000 people were displaced from their homes³, the majority being ethnic Uzbeks. In addition up to 90% of which were women according to some reports.⁴ In the aftermath 393 people were confirmed killed as a result of the unrest, with several thousand injured. Included in those figures were a high number of women. Cases of inter-ethnic, gender-based and sexual violence, including rape, were reported. The extent of the material damage is as yet undetermined, although UNHCR reported that in some districts of Osh around 95% of the houses had been set on fire.⁵

The violence subsequently subsided, the situation gradually stabilised, most displaced persons returned and the state of emergency was lifted. Importantly, parliamentary elections were peacefully held on 10 October. The public security situation has thus significantly improved since the violence broke out, with public order being re-established to a large degree through the co-ordinated actions of the national authorities. Presently, there are no mass public order violations or overt manifests for unrest. However, tensions between the different communities persist and the re-emergence of violence cannot be excluded. Moreover, human rights violations, extortions, arbitrary detentions and poor work of the police and other law enforcement agencies, especially in the southern Kyrgyzstan, have been reported.

Consequently, international support to the Kyrgyzstan police, mainly in the area of human (personal) security, is still needed as professional policing, serving and trusted by all parts of the population, is urgently required to control the situation and contribute to lasting stability.

OSCE Response

During the period of the crisis, the participating States expressed their collective readiness to assist the country in resolving the crisis, preventing the spill over of tensions and promoting post-conflict rehabilitation. Subsequent consultations were held in July with the host country authorities, culminating in the Government of the Kyrgyz Republic agreeing to the modalities of a OSCE Police Advisory Group (CIO.GAL/127/10). The Permanent Council thereafter authorized the deployment of the Police Advisory Group on 22 July (PC.DEC/947).

The Head of the (then called) Police Advisory Group deployed on 28 August to hold further discussions with the authorities of the Kyrgyz Republic on the way forward as well as to carry out preparatory work and assessments on the ground. After extensive discussions and further developments in Kyrgyzstan, the host Government expressed its interest in a special project aimed at reducing the threats to public security and its conviction that assistance to their police agencies was necessary, especially in the south of the country (PC.DEL/1050/10).

Following the request of the Kyrgyzstan Government and in close co-operation with the Ministry of Interior, the Centre in Bishkek elaborated an adapted concept for a support project; as a revision

³ UNHCR News Story, 16 July 2010, <http://www.unhcr.org/4c4077c69.html>

⁴ Association for Women's Rights in Development, 1 July 2010, http://awid.org/eng/Issues-and-Analysis/Issues-and-Analysis/The-conflict-in-Kyrgyzstan-complex-and-gendered#_ftn3

⁵ UNHCR Briefing Note, 29 June 2010, <http://www.unhcr.org/4c29c09d9.html>

of the earlier Police Advisory Group project. The revised project is described in the “Concept for the Community Security Initiative’ (PC.DEL/1081/10). On 18 November, the Permanent Council decided to support the understanding reached between the Kyrgyz Republic and the OSCE Centre in Bishkek to implement PC. Decision No. 947 on the basis of the aforementioned concept (PC.DEC/961).

As a consequence, the project has been revised to reflect the Community Security Initiative, itself developed to achieve the actual goals foreseen in PC.DEC/947 while adapted to take account of changed circumstances since that PC Decision was adopted.

Challenges to be faced

The June crisis and its aftermath has shown there are three critical security challenges that need to be addressed by the Community Security Initiative.

The first challenge is respect for and protection of human rights by Kyrgyzstan police. This is currently lacking as evidenced by the reports of violations; most cases refer to extortion, arbitrary arrest and abuse in detention, particularly of ethnic Uzbeks and Human Rights activists. Furthermore, there is no systematic approach practiced by law enforcement agencies to deal with such reported offences and there is an absolute need to define a viable mechanism to report and resolve such cases. This will increase the credibility of the institutions and gain the trust of all communities. The Community Security Initiative will advise and support the law enforcement agencies to take the initiative in defining and implementing such a mechanism that is, *inter alia*, transparent and which accommodates redress and outside appeal processes and which links to a strong civil society/third party component. The programmatic staff will also provide practice orientated human rights training.

The second, closely related challenge is the general lack of public trust, towards the law enforcement agencies. This has basically to do with the concept of policing inherited from the Soviet times, where the *militia* is basically an instrument of power used by the authorities as an instrument of control of the population. Increasing levels of corruption led over the last years to a continuing erosion of the public trust into the police. The inability of the police not only to address effectively the initial provocations in June and the subsequent escalation of violence, but also to act as impartial guarantor of law and order, demonstrate now a clear need for changes and radical reforms. The Community Security Initiative will address this problem through its community policing approach. International police advisors will support and advise Kyrgyzstan community police officers in problem resolving policing. In this context, the project will initiate a pilot scheme with mobile police stations working mainly in critical multi-ethnic neighbourhoods. It will further initiate and facilitate dialogue between the police and local communities.

The third challenge to be tackled is the problem of Kyrgyzstan having a mono-ethnic police working in a multi-ethnic country. This problem has a short term dimension in that the police need to be supported and trained to work in a multi-ethnic environment. In the longer run, a strategy needs to be designed and initiated that aims at the integration of persons belonging to ethnic minorities so that the police service reflects the ethnic composition of society. In parallel, the population must be socialized to have confidence that the police will serve communities irrespective of ethnicity. The Community Security Initiative will advise the Ministry of Interior, at commanding officer level, on ways to address problems in restoring and maintaining law and public order in multi-ethnic localities. They will also facilitate better communication and co-ordination with local communities.

The project, the main focus of which will be 8 police stations in the southern provinces and 2 police stations in the Chuy province, will be incrementally carried out under the mandate of the OSCE Centre in Bishkek. Indeed, one of the fundamentals underpinning the project is that its activities will be closely aligned to those of the Centre’s Police Reform Programme, with the latter having a longer term capacity building focus, including related to training and managerial aspects of further strengthening the competences of the Kyrgyzstan police.

3. Project Objective

The main objective is to support Kyrgyzstan police in addressing the specific security situation after the June events and to contribute to the professionalism of the Kyrgyzstan police in providing human security for all members and communities of the Kyrgyzstan population, irrespective of ethnicity. At the same time, the project will be a pilot initiative which contributes to the longer term, wider national police reform programme envisaged by the Government of the Kyrgyz Republic.

4. Project Results

As an initial step in the implementation of this project, the OSCE will develop separate programmes of work which will elaborate in more detail the specific tasks needed to be undertaken to achieve each result mentioned below. These programmes of work will be the product of consultation between the OSCE, the Kyrgyzstan police, relevant international organisations, NGOs and local community representatives. Given the limited period of deployment, the programmes of work will be essential to maximise the effect of the Community Security Initiative in the time provided.

Result 1: Respect for and protection of human rights by the Kyrgyzstan police;

Activity 1.1 Training and support

- The programmatic staff will organise practice oriented human rights trainings for the police.
- The programmatic staff will also advise the police on respect for human rights and fundamental freedoms, the protection of potentially vulnerable persons (such as ethnic minorities, women and children), and on questions of police-public partnerships and related conflict prevention activities.

Activity 1.2 Support and advise on the establishment of a local body/capacity in charge of a viable monitoring mechanism with respect to human rights violations

- The programmatic staff will advise and support Kyrgyzstan law enforcement agencies in the establishment of its own monitoring and reporting mechanism that is, *inter alia*, transparent and which accommodates redress and outside appeal processes and which is linked to a strong civil society/third party component.

Activity 1.3 Support to local Human Rights initiatives

- For example: Police Ombudsman, civilian oversight of the police, mixed human rights working groups

Result 2: Kyrgyzstan police, working together with communities on problem solving techniques, improve trust and confidence between local communities and the Police

Activity 2.1 Assess and advise the police on confidence building measures with the local communities

- Each Community Security Initiative team will be co-located in a designated police station and will work with and support specifically designated Commanding Officers in each respective station, allowing for close and regular support to police interaction with the local communities. It will do this through a problem oriented community policing approach including training if needed.
- Police Advisors will, when appropriate, accompany the local police on daily activities in order to provide on-the-spot advice with respect to police interaction with local communities.

Activity 2.2 Facilitate regular dialogue between the police and local communities

- Each Community Security Initiative team will support and encourage regular interactions between the police, community representatives and local mediators. These actors should establish a regular forum for dialogue and confidence building between the police and the civil society.
- To encourage this process, benchmarks and/or indicators will be set collectively in order to be able to follow up the planned/expected improvement of relations and confidence building.
- In this context, the programmatic staff will support the police in the setting up and training of mobile police stations, located in buses.

Activity 2.3 Monitor and report on the security situation

- The programmatic staff will continuously monitor and report regularly to the Head of the OSCE Centre in Bishkek, and through him to the Chairmanship, participating States and the Secretariat, on the security situation in the areas where the project staffs are deployed and on the progress of the project's work.

Result 3: Strengthened police capacities to operate in a multi-ethnic environment and to integrated persons of ethnic minorities into the Kyrgyzstan police, taking into account gender mainstreaming.

Activity 3.1 Advise and support the police in the implementation of multi-ethnic policing

- The project will provide training and professional support in the area of policing in a multi-ethnic environment. In this context it will organise training courses making use of existing local capacities and international expertise.

Activity 3.2 Support the development of longer term multi-ethnic policing concept by the concerned authorities

- The programmatic staff will advise and support the Kyrgyzstan police in developing a policy aimed at the integration of persons belonging to ethnic minorities so that the police service reflects the ethnic composition of society.
- In parallel, the programmatic staff will assist in socializing the population to have confidence that the police will serve communities irrespective of ethnicity.

5. Implementation Modalities

5.1 Timeline

The timeline below provides a indicative illustration of the roll-out of the Community Security Initiative, and takes account that the project actually started on 23 July and was revised in early December. 9 police advisors are already deployed in November 2010, 10 additional will arrive in January 2011 and the whole team will be complete in April 2011.

Tasks / Months 2010/11	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12
Recruitment of staff								■									
Purchase and rental of premises and equipment			■	■	■												
Familiarisation of international and national staff									■								
Introduction of teams to Kyrgyzstan police counterparts						■			■								
Information programme with national and local media	■	■	■	■	■	■	■										
Development of work programmes for the teams									■								
Local co-operation established						■			■								
Deployment of all teams completed									■								
Mid-term project review											■						
Administrative project closure																	■

5.2 Monitoring and Controlling

Operating under the direct supervision of the Head of the OSCE Centre in Bishkek, the Head of the Community Security Initiative will be responsible for ensuring the achievement of the set objective and results, and for preparing, in co-operation with the Secretariat's SPMU and the OSCE Centre in Bishkek, final financial and narrative reports to donors.

It is envisaged that the Community Security Initiative Teams in the areas of deployment will establish non-binding benchmarks/indicators jointly with the police and local community during regular contact group meetings. These will allow all sides to gauge whether progress is being made. The benchmarks/indicators would be reviewed during the regular contact group meetings and if necessary, new or revised targets set.

Team leaders shall report monthly to the Head of the Community Security Initiative, who will report fortnightly to the Head of the OSCE Centre in Bishkek. In the process of compiling reports, the Head of OSCE Centre in Bishkek and the Head of the project will take into consideration all relevant documents, including those from the authorised representative of the Ministry of Interior of the Kyrgyz Republic.

The project shall be reviewed in June 2011 - through the Secretariat - with respect to impact and results. Further adjustments will be made to project as appropriate.

5.3 Partnership Framework

Memorandum of Understanding

As proposed by the Kyrgyzstan authorities, the project will be covered by the mandate and MoU of the OSCE Centre in Bishkek as well as by, as pertinent, the MoU signed in 2003 for the police assistance/reform programme.

Liaison with other actors

CSI will maintain contacts with other relevant International Organisations and local actors.

5.4 Personnel Arrangements

The CSI will comprise of up to 30 International Seconded Police Advisors, 1 international contracted staff, along with 27 locally recruited programmatic and support staff. An organization chart is attached to this document as “Annex A”. Standard OSCE recruitment procedures will apply to all positions.

5.5 Security Precautions

The security and safety of the Community Security Initiative project members has the highest priority. The Community Security Initiative will be part of the integrated security mechanism of the OSCE Centre in Bishkek. All project members are, therefore, to comply with the OSCE Regulatory Framework (including the OSCE Code of Conduct) and the OSCE Centre in Bishkek’s security and safety instructions and procedures as applicable.

Included in the post table of the Community Security Initiative is an internationally contracted Field Security Officer (P2) who will be the project’s focal point for security. Additionally, the following security measures will be established in accordance with the security recommendations identified during a Needs Assessment Visit to Bishkek and Osh. (SEC.GAL/117/10 of 30 June 2010):

- The project will deploy B6+ armored cars to meet currently foreseen security risks and evacuation;
- The project members will be provided with Level IV personal protective equipment. All personnel, when advised by the Head of the OSCE Community Security Initiative or the Field Security Officer will wear/carry their personal protective equipment in accordance with local security procedures;
- Security aspects will be included into the familiarization programmes for newly arrived project members;
- A VHF/HF radio communication system covering all areas of operation of the project will be established, and a duty room, providing 24/7 cover, will be established in the OSCE Osh Field Office;
- The project offices will be subject to a security assessment and provided with a CCTV and alarm system, bomb blast film for the windows, fire fighting equipment and medical equipment;
- Procedures for the emergency evacuation by air of the OSCE Community Security Initiative should be finalized with the Ministry of Defence of the Kyrgyz Republic and reflected in a separate signed agreement with the Government of the Kyrgyz Republic and the OSCE;
- Procedures for the emergency evacuation by road of OSCE Community Security Initiative should be co-ordinated with neighboring countries (Kazakhstan, Tajikistan and Uzbekistan) with the subsequent delivery of visas for the project staff as required.
- Standing Operating Procedures, in particular covering movement control for the project members’ daily activities will be elaborated and put in force;

- A Community Security Initiative Security Plan is established to cover all potential contingencies;
- Close interaction with other international partners (UN agencies, NGOs, RF Consulate, etc.) present in the areas of operation of the Community Security Initiative will be established and maintained;

Additionally, the Government of the Kyrgyz Republic will provide security and safety of the Community Security Initiative members, in consultation with the Head of the project.

5.6 Procurement and Contractual Modalities

The Secretariat and OSCE Centre in Bishkek will be jointly responsible for the procurement of equipment. Nearly all pieces of equipment to be purchased are standard items. Furthermore, in most cases, technical specifications already exist for the few non-standard items. OSCE materials management procedures, as set out in Financial Administrative Instructions No. 6 and No. 7, will be followed.

A full breakdown of equipment required for this extra-budgetary project is provided in the Budget section. They represent a realistic cost that is required to deploy, operationalize and secure a team of people adequately sized to fulfil the tasks required.

Premises

Regarding their work places, Community Security Initiative team members will be co-located at designated police stations in its areas of operation. In addition, the project will have its own support offices in Bishkek and Osh. The OSCE Centre in Bishkek's Fund Administration Unit will administer the premises according to Financial Administrative Instruction 8. It is assumed that the Kyrgyz authorities will provide office space at the police stations where the programmatic staff will be deployed.

5.7 Sustainability and Exit Strategy

Exit Strategy

The discontinuation of the Community Security Initiative will commence upon the cessation of its programmatic activity. It is envisaged that the discontinuation phase could last up to one month and its focus would be on all the necessary administrative actions required to separate the staff from service, dispose of assets and close all programmatic activity. Accordingly, the Community Security Initiative's programmatic staff may need to remain for one week after the last programmatic activity, and the administrative staff may need to remain for one month.

Sustainability

The Community Security Initiative will provide capacity building through advice and support to the Kyrgyzstan police as required on issues such as public-police partnerships, confidence building measures between communities and policing in a multi-ethnic environment. Due to the co-location of the police advisors, this advice and support is likely to be on a frequent and operational level, allowing it to be incorporated into the police's practices more successfully than, for instance, information provided in a training course.. Furthermore, a number of the planned activities of the Community Security Initiative will provide a very critical pilot experience in the context of the ongoing and further strengthened national Police Reform Program of the Kyrgyz Government.. Accordingly, the current Police Reform Programme of the OSCE Centre in Bishkek will continue with capacity building in these thematic areas according to the needs, and in agreement with the Kyrgyz authorities and availability of resources.

5.8 Visibility and outreach

In agreement with the Government of Kyrgyzstan, an information program in Osh and Jalal-Abad provinces will be done by the Community Security Initiative in order to prepare and accompany the work of the programmatic staff. This information program will aim to accurately inform the local population about the objectives and tasks of the project so as to enable their work in the most

conducive environment possible. It will entail local community meetings, the distribution of material on CSI and local media coverage. The key messages will be that the CSI will operate under the principles of neutrality, impartiality and transparency, and that they will have no executive functions.

The OSCE Centre in Bishkek’s spokesperson will be responsible, in co-ordination with the Head of the Community Security Initiative, for publicising the project and responding to any related media enquiries once it is operational.

6. Risk Management

There are three preconditions to the operationalization of the Community Security Initiative, without which the Project will not be able to function:

- A security environment conducive to the deployment of project staff;
- The political support of the Government and will of the Kyrgyzstan police to engage with the programmatic staff; and
- Receipt of sufficient resources (both human and financial).

Risk	Response/Control Measures
Security	
<p>Security situation worsens in areas where Community Security Initiative members will deploy.</p>	<ul style="list-style-type: none"> ▪ Deployment will be postponed until such time as the security situation allows for the safe deployment of project staff. That decision will be based on the assessment of the OSCE Security Management Team. ▪ If the security situation worsens during deployment, all staff will be covered by the OSCE Centre in Bishkek integrated security mechanism, which may include evacuation to Bishkek or out of the country. ▪ The project Field Security Officer will be responsible for co-ordinating and maintaining contact with all project staff in the event of a worsening security situation. ▪ According to the MoU of OSCE Centre in Bishkek with the Government of the Kyrgyz Republic, the Kyrgyz side will provide for security and safety of all project staff. Security provisions will be regularly assessed with the Ministry of Interior and National Security Services mainly with respect to the specific security situation in the South. ▪ Road movement will be dependent on the prevailing security situation. Subject to the advice of the “Field Security Officer”, armoured vehicles will be used. ▪ If required by the Head/Deputy/Field Security Officer, all project members will wear or carry Level IV personnel protection.
<p>Community Security Initiative staff are threatened or attacked.</p>	<ul style="list-style-type: none"> ▪ According to the OSCE Centre in Bishkek’s MoU, the Kyrgyz side will in principle provide for security and safety of the project staff. However, in its daily work project staff will act with utmost care and caution in order to avoid such risks. Teams are in permanent contact with the security duty room. The project security management will, with local administration and police, analyze specific risk scenarios and agree on most appropriate measures to react in case of specific threats and emergency situations. ▪ Office accommodation will have blast protective screens on windows, and be subject to security assessment from the OSCE Secretariat/Security Management Team. ▪ Prior to deployment, all project staff will receive mission-specific training, including on security, in Bishkek by OSCE trainers.

Community Security Initiative staff are injured or taken ill.	<ul style="list-style-type: none"> ▪ Medical insurance scheme will be provided by the OSCE to all project staff. This includes the provision of local and out-of-country medical treatment, including medevac.
Acceptability and Support	
Local law enforcement agencies refuse to co-operate or deny access to programmatic staff.	<ul style="list-style-type: none"> ▪ A Ministry of Interior representative will liaise with the local law enforcement agencies to ensure such problems are resolved in a timely manner. ▪ Should intervention with the Ministry of Interior representative not produce the desired results, the Head of the project and/or the Head of the OSCE Centre in Bishkek may intervene with the Ministry of Interior senior management in Bishkek. ▪ In the case of systematic and deliberate blocking of the project's tasks, the Chairmanship may be asked to intervene.
Local law enforcement agencies disregard the advice of programmatic staff.	<ul style="list-style-type: none"> ▪ The programmatic staffs have no authority over the Kyrgyzstan police and can only provide recommendations. However, if the advice of OSCE Police Advisors is disregarded to an extent that it undermines the effectiveness of the project, the Head of the projects may report this to the Ministry of Interior's senior management in Bishkek and may include this in the regular reports to the participating States for their consideration. ▪ All efforts will be made to develop constructive working relations with the local law enforcement agencies at all levels.
Domestic and international partners of the OSCE Centre in Bishkek are strongly critical of the Centre and the OSCE	<ul style="list-style-type: none"> ▪ The OSCE Centre in Bishkek will seek to engage with stakeholders on a regular basis to explain the Community Security Initiative and to solicit their views and feedback with the intention of generating their political support.
Resources	
Insufficient numbers or unsuitable seconded staffs are proposed.	<ul style="list-style-type: none"> ▪ The Secretary General has encouraged participating States to nominate suitable candidates. ▪ Job descriptions and vacancy notices will be as detailed as possible to maximise the chances of the most suitable candidates being identified. ▪ In the event of insufficient numbers of Police Advisors, the Head of the project may, in consultation with the Ministry of Interior, decide to reduce the number of areas in which the programmatic staffs will be deployed. ▪ The Head of the Centre in Bishkek and the Head of the project have the authority to dismiss staff should they prove that they are unsuitable for the fulfilments of their tasks.
Insufficient and/or delayed ExB funding.	<ul style="list-style-type: none"> ▪ The procurement of certain assets and equipment will be reappraised. ▪ In the case of severe underfunding, the Head of the Centre in Bishkek may decide to explore other funding options or reduce the number of areas to be deployed in and/or the number of Police Advisors and supporting staff to be hired.

7. Horizontal Issues

Ownership or involvement by its beneficiaries

The direct beneficiary of the project, the Kyrgyzstan police, has been and will continue to be involved in all aspects of the development and implementation of the project. As an initial step in project implementation, programmes of work for each of the Community Security Initiative teams will be developed to clarify how each of them will achieve the results set (see Section 4). These

programmes will be agreed upon jointly with the OSCE, police and local community representatives. Briefings on the programmes of work will also be held with other civil society groups, relevant International Organisations and bilateral embassies of OSCE participating States present in Bishkek. Through this it is hoped to involve as many of the direct and indirect beneficiaries of the project as possible.

Community Security Initiative advisors, who will have no executive police powers, will be co-located with the police initially in ten selected areas in the North and in the South of the country. (Project activities may be implemented in other areas in agreement with the host country.) They will accompany local police during their daily work on their regular patrols and other duties, ensuring regular communication, including with local communities. The nature of the Community Security Initiative tasks, centred mainly on capacity building through advising their local counterparts will, by nature, involve the police on a daily basis. Similarly, associated community mediators will also interact with the police on a regular basis.

Throughout its activities, the project staff will operate under the principles of neutrality, impartiality, transparency, multi-nationality, the consent of the host country and the protection of human rights in accordance with international norms and the legislation of the Kyrgyz Republic.

Government support

On 16 June 2010 the Kyrgyz Republic requested OSCE assistance in restoring law and order in southern Kyrgyzstan (PC.DEL/555/10). Following that request, extensive efforts were made to gain the support of both central and local Government structures in Kyrgyzstan. Consultations were held with the Kyrgyz authorities in June and July which resulted in the Government's agreement on the modalities of the OSCE Police Advisory Group (contained in CIO.GAL/127/10). On 4 November 2010, the Kyrgyz government requested an OSCE support project adapted to the changed situation and needs. Jointly developed by the OSCE Centre in Bishkek with the Ministry of Interior in November, the adapted Concept was supported the Government, including through the adoption of PC.DEC/961.

Socio-cultural suitability

Seconding countries will be requested to nominate candidates with region specific expertise, which might include work experience in the region and knowledge of Russian, Kyrgyz or Uzbek languages.

In addition to general orientation training in Vienna for team leaders prior to their travel to Kyrgyzstan all seconded police advisors will undergo a five day mission-specific familiarisation briefing in Bishkek. This will include briefing on local cultural sensibilities and how to respect those.

International Police Advisors will also be accompanied by local programmatic staff, who will provide translation and advice on socio-cultural matters. Locally trained community mediators will also be associated to Community Security Initiative teams.

Effects on vulnerable groups

Vulnerable groups will be one of the main focus groups of the project. During the familiarisation briefings in Bishkek prior to deployment, all police advisors will be briefed on the specific inter-ethnic situation in the South, gender and other human rights as well as socio-economic issues.

International police advisors will be a visible presence in all areas of deployment, providing a critical contribution towards building the confidence of all groups affected by the conflict. To this end, they will also establish contact with local civilian representatives, and where possible, facilitate dialogue through the regular forums between vulnerable groups and the police as a step in post-conflict rehabilitation.

Impact on gender relations and/or involvement of women

In consultations with delegations willing to second to the project, the Secretary General is encouraging the nomination of female advisors. All vacancy notices will explicitly encourage female applicants. Moreover, gender mainstreaming principles will be taken into account during the OSCE recruitment and selection process for all staff. The secondment of female advisors is particularly necessary given the imperative of being able to potentially engage with victims of gender based violence and re-establish the confidence of the female population in both other communities and the police.

During the familiarisation course in Bishkek for all programmatic staff, briefings on gender mainstreaming and gender inclusive practices and how to deal with both victims and perpetrators of gender based violence will be provided.

8. Budget

See attached EXCEL file.