



**Organization for Security and Co-operation in Europe  
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**DECISION No. 10/11  
PROMOTING EQUAL OPPORTUNITY FOR WOMEN IN THE  
ECONOMIC SPHERE**

The Ministerial Council,

Reaffirming the commitment of the participating States to implement fully Decision No. 14/04 on the OSCE Action Plan for the Promotion of Gender Equality, adopted at the Twelfth Meeting of the Ministerial Council, in Sofia, in 2004,

Taking into consideration the Secretary General's 2011 Annual Evaluation Report on the Implementation of the 2004 Action Plan for the Promotion of Gender Equality, and its recommendations,

Recalling Athens Ministerial Council Decision No. 7/09 on women's participation in political and public life,

Reaffirming the commitments contained in the Document of the Moscow Meeting of the Conference on the Human Dimension of the CSCE, the Concluding Document of the Bonn Conference on Economic Co-operation in Europe (1990) and the OSCE Strategy Document for the Economic and Environmental Dimension, adopted by the Eleventh Meeting of the Ministerial Council in Maastricht in 2003, with regard to promoting the equal rights of men and women to equal opportunities and participation in the economic sphere,

Recognizing that women's participation in the economic sphere contributes significantly towards economic recovery, sustainable growth and the creation of cohesive societies, and thus is essential to the security and stability of the OSCE region,

Noting with concern the continued inequities faced by women in the OSCE region in terms of labour market participation, including job segregation; disparities in access to social protection as well as quality, full-time employment; and the slow progress being made in efforts to overcome the pay gaps for equal work, resulting in women's reduced lifetime earnings and pensions and increased female poverty,

Concerned about the continued under-representation of women in economic leadership and decision-making processes in the public and private sectors,

Concerned also about the persistence of constraints on women's effective participation in the economic sphere, in particular with regard to access to and control over such economic and financial resources as loans and property and inheritance rights,

Recognizing the need for improved and systematic collection of sex-disaggregated data and conducting of studies on equal opportunities in the economic sphere as a basis for planning policy and action,

Recalling the need for economic and social policies aimed at addressing the root causes of the trafficking in human beings, especially to eliminate discrimination against women in employment and to address economic factors that increase the vulnerability of women to trafficking,

Recognizing the need to continue monitoring the implementation of existing commitments on eliminating discrimination against women and promoting equal opportunities for women in the economic sphere, with the aim of identifying and exchanging good practices and developing effective approaches, including within the Organization and its executive structures,

Taking into account the Report of the UN Secretary-General on the World Survey on the Role of Women in Development, focusing on women's control over economic resources and access to financial resources, including microfinance (A/64/93), and considering paragraphs 4 and 19 of the Outcome Document of the Review meeting of the UN Doha Declaration and Monterrey Consensus on Financing Development (A/CONF.212/L.1/Rev.1), which call on States to eliminate gender-based discrimination and promote women's economic empowerment to overcome the global economic crisis,

Recognizing that women may face additional barriers, beyond those based on gender, to their participation in the economic sphere,

Calls on the participating States to:

1. Collect and analyse data to identify and address obstacles preventing women from fulfilling their potential in the economic sphere and, as appropriate and in accordance with national legislation, to support non-governmental and research bodies in producing targeted studies, including on good practices;
2. Assess the allocation of budgetary resources for promoting gender equality in the economic sphere and take concrete measures that lead to women's equal opportunity for economic participation and equal access to social protection, and that support quality as well as full-time and/or self-employment;
3. Facilitate the development of women's entrepreneurial and other work-related skills, and, incorporate gender aspects, with particular attention to women, in migration policies, in order, *inter alia*, to prevent human trafficking and re-trafficking;
4. Initiate or strengthen policy and legal measures, including positive action measures as appropriate, that would facilitate and protect equal opportunity for participation of women in the labour market, including through the expansion of childcare and nursing facilities;

5. Identify concrete actions aimed at promoting equal opportunities for women in the economic sphere and, where appropriate, establish effective national mechanisms for monitoring progress in this field, such as on closing pay gaps;
6. Promote the sharing of domestic work, and parental and caregiver responsibilities, by expanding paternity leave; promoting non-discriminatory employment policies and practices and equal access to education and training; taking measures to facilitate combining employment with family responsibilities; and seeking to ensure that any structural adjustment policies and programmes do not have an adversely discriminatory effect on women;
7. Support the development of the necessary environment for successful policy formulation and implementation through targeted information and awareness-raising activities regarding the benefits of measures taken to promote the equal opportunity for participation of women in the economic sphere and to combat the social exclusion of women and discrimination against them;
8. Introduce measures and engage in dialogue with the private sector to provide equal opportunities for women's professional advancement and to close pay gaps;
9. Develop and strengthen measures, as feasible, that lead to increased diversification in employment sectors that are traditionally male or female-dominated;
10. Encourages the Partners for Co-operation to voluntarily implement the provisions of this decision.