



Organization for Security and
Co-operation in Europe



3rd OSCE Gender Equality Review Conference 27-28 October 2020

3-я Конференция ОБСЕ
по обзору гендерного равенства
27-28 октябрь 2020 г.

Tuesday 27 October 2020

Session: Review of Implementation OSCE Commitments

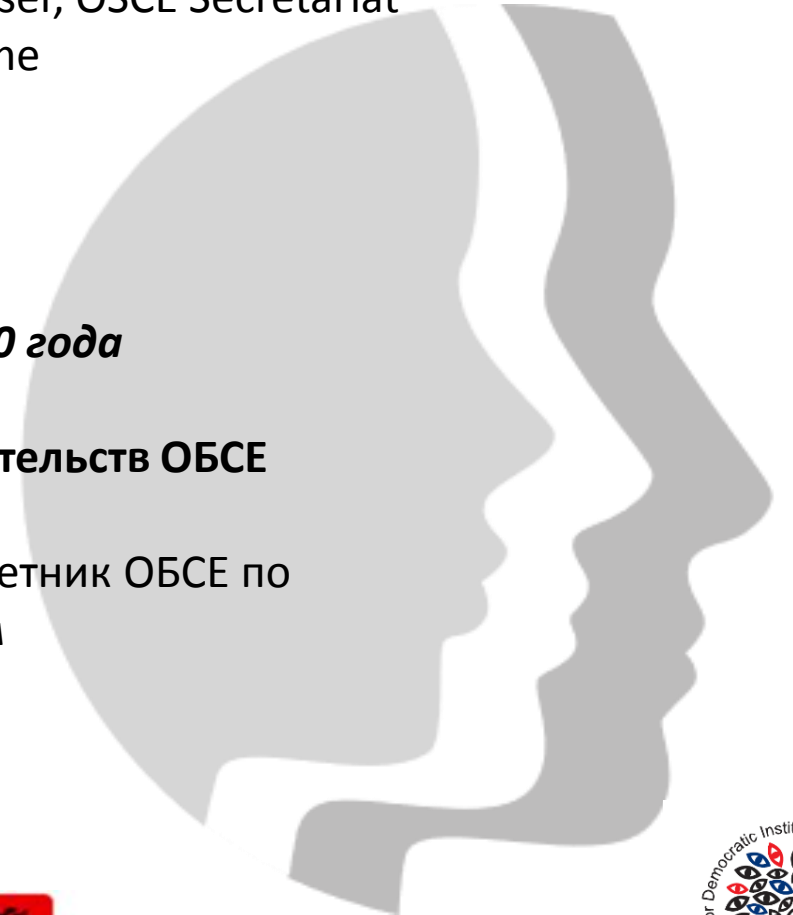
Amarsanaa Darisuren, Senior Gender Adviser, OSCE Secretariat
Gender Issues Programme



Вторник, 27 октября 2020 года

Сессия: Обзор выполнения обязательств ОБСЕ

Амарсана Дарьсурен, старший советник ОБСЕ по
гендерным вопросам



Third OSCE Gender Equality Review Conference

Review of Implementation of OSCE Commitments

27 October 2020

Amarsanaa Darisuren

Senior Adviser on Gender Issues



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2004 OSCE Action Plan for the Promotion of Gender Equality

Gender-mainstreaming at OSCE based on cross-dimensional approach require adequate monitoring and review mechanisms, under **two pillars**:

A) Structures, working environment and recruitment (under human resources and management)

B) Mainstreaming a gender perspective OSCE activities, policies, programmes and projects by all OSCE's executive structures

Definitions of the Gender Equality as a goal

A definition of Gender-mainstreaming as a strategy

Sets out priorities for the promotion of Gender Equality

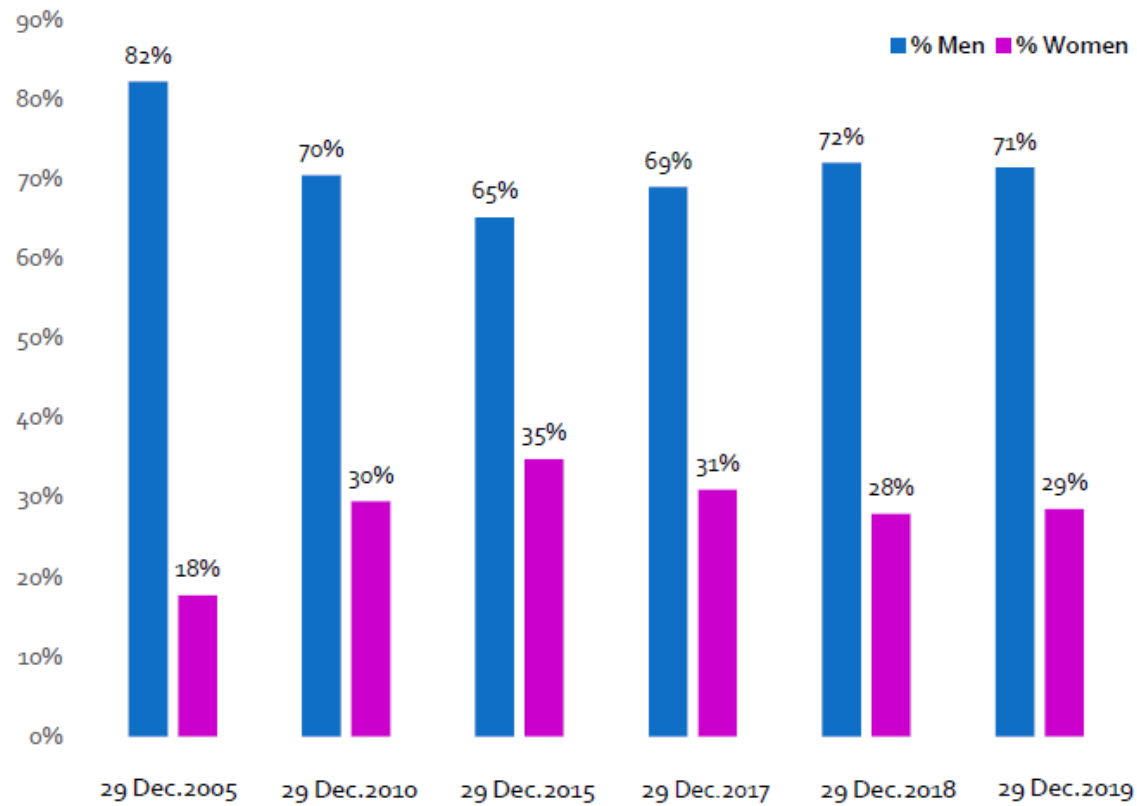
Gender Parity Strategy

(from 2019)

Aim:

Reach **parity in all staff categories** by 2026

Gender balance in all senior management positions across the Organization



Organizational Culture

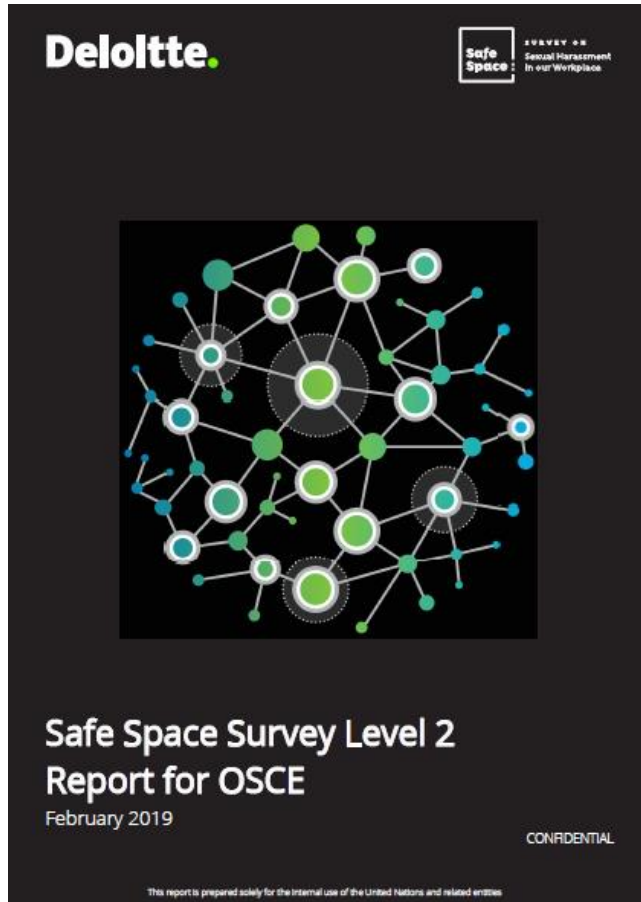
1 in 4 women experienced sex-based discrimination in the previous 12 months in the OSCE

64% of women perceive that unconscious gender bias by men is a barrier to their career progression

Almost half of all women experienced their contribution or participation being discarded on stereotypical assumptions



Work Environment

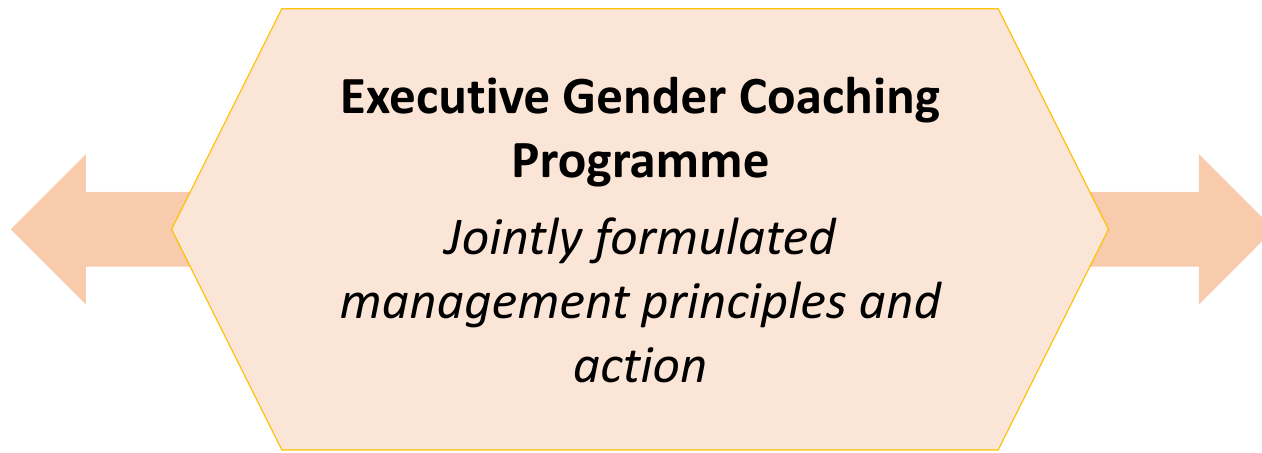


Safe Space Survey

February 2019



Leadership



Staff's Views on Gender Mainstreaming

90% of respondents consider gender issues relevant and important to OSCE work and mission.



Strengthening Internal Structures

**Gender Action Plans / Strategies of
executive structures**

Number has doubled since 2016



OSCE Gender Architecture

Stronger Gender
Focal Points Network

Systematic support by
Gender Focal Point
Network

Gender Champion
Awards for staff



Gender Parity Panels

Situation in 2019

33.93% panelists
were female

36 male-only panels
9 female-only panels

Economic and
Environmental Dimension:
increased female speakers
by **5.9%**



Gender Parity Panels

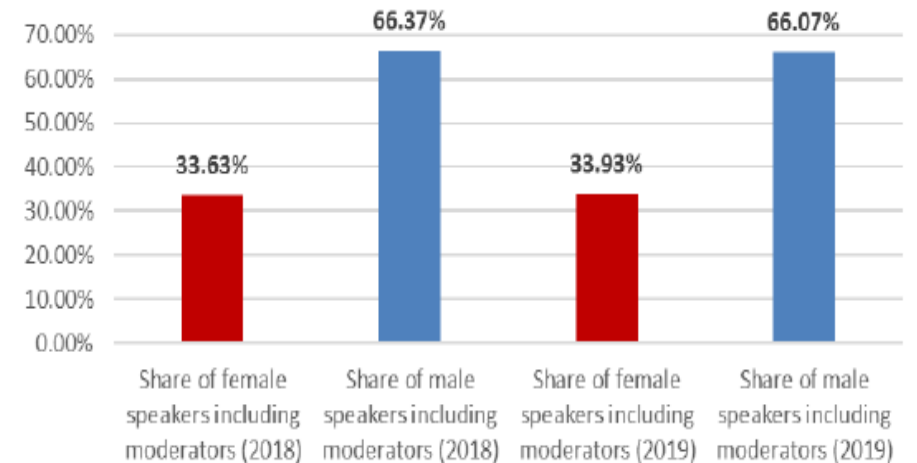
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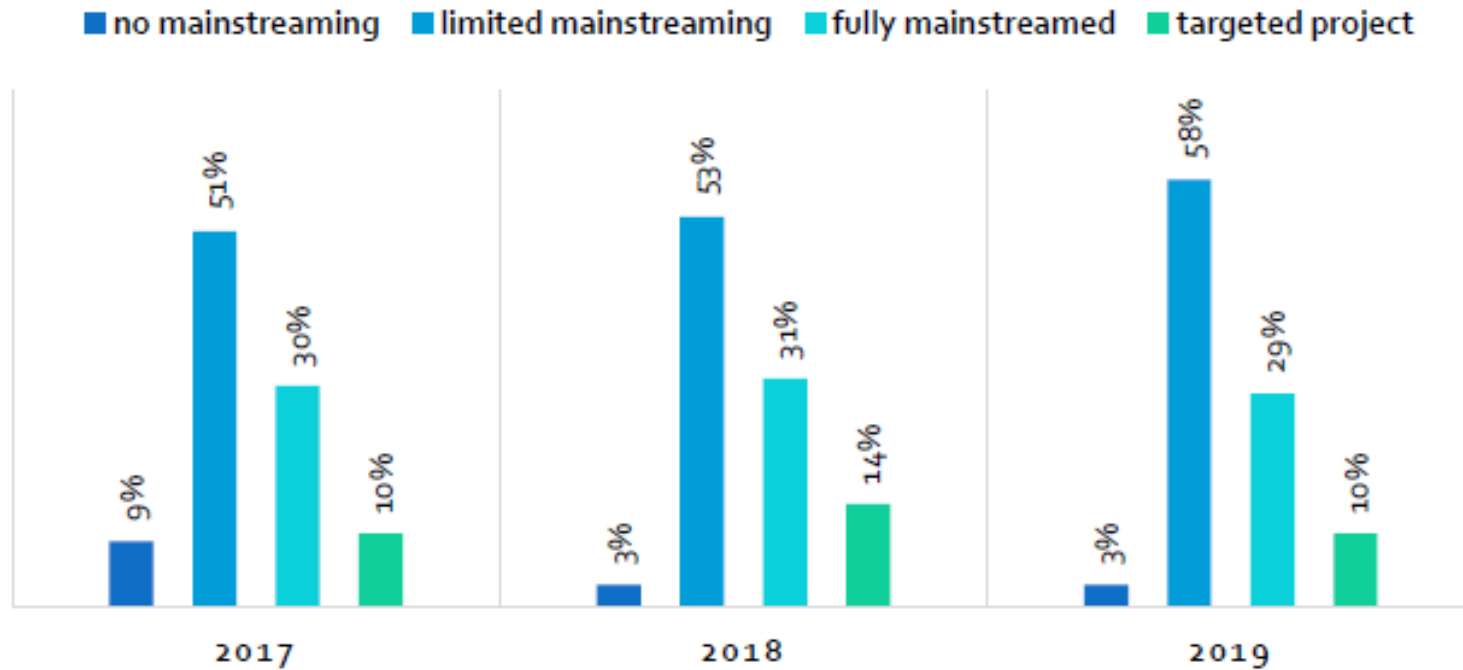
Economic and
Environmental Dimension:
increased female speakers
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Comparison 2018/2019:
Share of male/female speakers (including PC)



Gender Mainstreaming in OSCE Activities

Gender mainstreaming levels across all projects



- Pol Mil Dimension: increased from 62% to 72%
- Higher mainstreaming rates in human dimension and cross-dimensional projects



From 2017 to 2019

Gender considerations in projects increased from 51 per cent to 58 per cent

Gender-mainstreamed increased in the OSCE's economic and environmental dimension from 13 per cent in 2017 to 28 per cent in 2019

The percentage of projects on gender equality decreased by 4 per cent in 2019 compared to the previous year (14 per cent)

The rate of projects that were fully mainstreamed remained stable

GAPS

- ❖ Misperceptions that gender mainstreaming is the sole responsibility of a few OSCE staff.
- ❖ Operationalisation of gender-mainstreaming could be improved.
- ❖ The use of gender mainstreaming often depends on project context and sectors.
- ❖ External stakeholders do not always see the value of gender mainstreaming.

Questions and Answers

Thank you for your attention!





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3-я Конференция ОБСЕ по обзору гендерного равенства 27-28 октябрь 2020 г.

Wednesday 28 October 2020

Session: Women's Participation in the Security Sector

Callum Watson, Project Co-ordinator, DCAF Gender and Security Division



Среда, 28 октября 2020 года

Сессия: Участие женщин в сфере безопасности

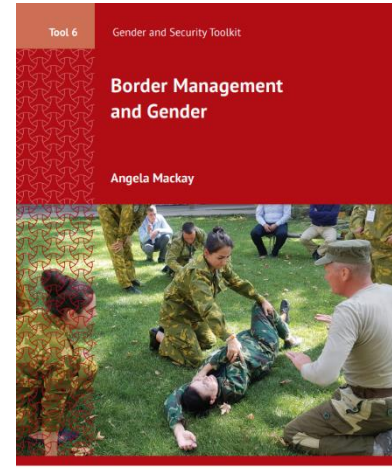
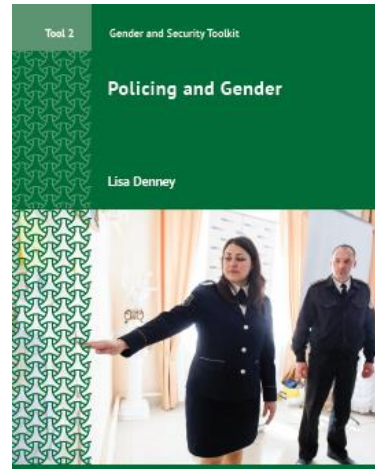
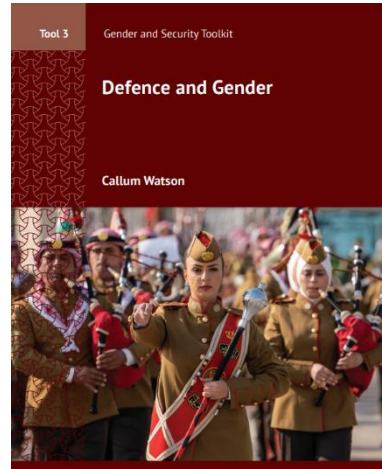
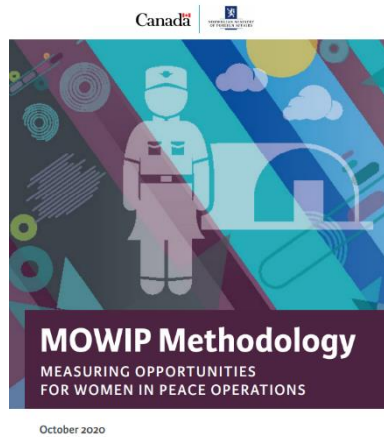
Каллум Уотсон, координатор проекта программы DCAF по гендерным вопросам и безопасности в Восточной Европе



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Women's Participation in the Security Sector



Callum Watson, 28 October 2020

***Why* do we need women to participate meaningfully in the security sector?**

8. Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia: ...

(c) Measures that ensure the protection of and respect for *human rights* of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

- UNSCR 1325 on Women, Peace and Security (2000)



What is meaningful participation?

N Are the **needs** of women (men and LGBTI people) being met?

A Do they have equal **access** to rights, benefits and resources?

P Do they **participate** equitably in decision-making, planning, implementation and evaluation?

R Are **resources** allocated equitably?

I Do women have a measurable **impact** in their institutions' work?

How can we bring about meaningful participation?



1 Eligible pool



2 Deployment criteria



3 Deployment selection



4 Household constraints



5 Infrastructure



6 Experiences in workplace



7 Career Value



8 Top-down leadership



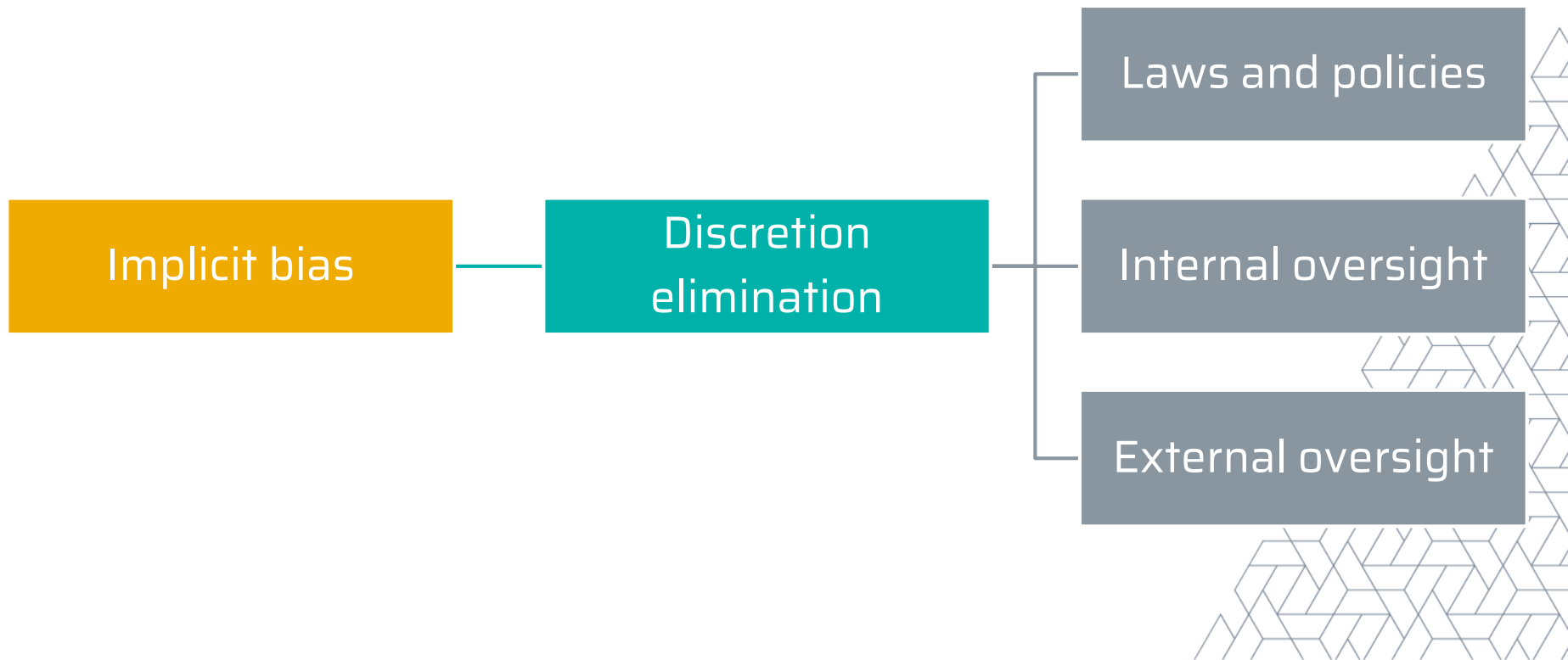
9 Gender roles



10 Social Exclusion

How can we bring about meaningful participation?

Addressing cross-cutting issues



Where do we need to work?

