



The Gender Monitor



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An introductory note

Six years after the adoption of the 2004 Action Plan for the Promotion of Gender Equality, it is heartening to see the considerable progress made on incorporating a gender perspective into the OSCE's policies and projects. Advances have been especially palpable in mainstreaming a gender perspective in the first dimension and in improving the professional working environment for both men and women throughout the OSCE structures. Last year's MC.DEC/7/09 on Women's Participation in Political and Public Life brought much impetus to the OSCE's work towards achieving a gender balance at higher management levels. Over the last year, the proportion of women professionals among OSCE

higher management reached 30% for the first time in the OSCE's history.

Given the current framework of the Corfu Process, work towards gender responsiveness and inclusive security, rooted in the OSCE's comprehensive and multi-dimensional mandate, is imperative. Key events and activities demonstrating the linkages between gender issues and security are being featured in this issue, highlighting the efforts of those in the field operations, Institutions and the Secretariat, who, along with the endeavour of participating States, are helping to make the OSCE's commitments on gender equality a reality.

Sergei Belyaev, 

Director of Human Resources

Jamila Seftaoui, 

Senior Adviser on Gender Issues

Experts and policy-makers discuss gender perspectives at Security Committee meeting



Panellists (from left) Brigadier General Jan Peter Spijk of NATO, and Marina Pendes, Deputy Minister of Defence, Bosnia and Herzegovina, listen as Ursula Plassnik, Special Envoy for International Women's Affairs of the Austrian Federal Ministry for European and International Affairs addresses the Special Meeting of the Security Committee, held on June 7 in Vienna

The inclusion of women's perspectives in security dialogues and strategies was the focus of an OSCE Special Meeting of the Security Committee on June 7 in Vienna. The half-day event, entitled "Understanding the Benefits of Women's Involvement in Security", included a number of presentations by experts and high-ranking politicians. The panellists presented their experiences and illustrated with concrete examples the benefits of including the perspectives of women in developing security strategies and activities. The presentations and the subsequent discussion offered a multifaceted analysis, including recommendations for the OSCE's current dialogue on comprehensive security

within the Corfu Process. "It is critical that the dialogue on improving security throughout the OSCE region include the equal involvement of men and women. This is of utmost importance

"The involvement of both men and women is of utmost importance in ensuring our efforts are effective in establishing and maintaining security in Europe"

in ensuring that our efforts are effective in establishing and maintaining security in Europe," said Ambassador Heiner Horsten, Chairperson of the Security Committee.



From the Field...

The OSCE field operations provide the framework for OSCE projects and activities on the ground. It is through their work that the goals of the OSCE take shape. To promote the exchange of ideas and sharing of best practices, each issue of The Gender Monitor will feature projects from a number of field operations that highlight the various methods of successfully incorporating a gender perspective into their work. If you would like your project to be featured in an upcoming issue of The Gender Monitor, let us know at equality@osce.org.

OSCE PC in Ukraine

Domestic violence addressed through police training

Domestic violence is a devastating reality, negating the security of women to varying degrees throughout the OSCE region. Effective strategies to combat domestic violence are by definition multi-sectorial and often include the need for special police training and an in-depth understanding of police responsiveness to violence against women.

The OSCE Office of the Project Co-ordinator in Ukraine, drawing from the best practices in the OSCE region, has been involved in the development of specialized educational courses for police cadets. These courses have been designed to enhance the knowledge and skills of the police when dealing with domestic violence victims and perpetrators. The course will also address long-standing gender-based stereotypes associated with domestic violence.

The courses, consisting of theory and role-playing exercises, will be tested in two pilot educational institutions in Dnipropetrovsk and Ivano-Frankivsk. Following the testing, the OSCE Office of the Project Co-ordinator in Ukraine will work with the country's educational and police authorities to include the courses in the curricula of specialized police training institutions throughout Ukraine.

Contact person: Oksana Polyuga, National Programme Co-ordinator, OSCE Project Co-ordinator in Ukraine

OSCE Mission in Kosovo

Promoting tolerance between ethnic groups

Interethnic conflict has been a long-standing threat to security in the OSCE region. Understanding the causes of these conflicts and promoting tolerance and understanding of a variety of cultures and ethnicities is a powerful tool for prevention of conflicts such as these. To contribute to the dialogue on interethnic co-operation, the OSCE Mission in Kosovo has recently completed a successful project, entitled "Empowerment Activities for Mixed-Ethnicity Women in Mitrovicë/Mitrovica Region."



Comprised of a variety of activities falling under three broad categories - capacity building; knowledge sharing and reconciliation; and empowerment and advocacy - the project has served as a tool to build trust and co-operation in the mixed settlements in the northern region of Kosovo.

The project has resulted in several positive outcomes. A forum for co-operation has been established, fostering communication among women from various ethnic groups. Also, a women's resource centre was re-activated and several other centres have begun to offer interethnic outreach programmes.

Through the project's capacity building and advocacy activities, women of the region have been able to maintain the new centre, ensuring the sustainability of activities contributing to women's empowerment and, ultimately, to peaceful interethnic relations in the region.

Contact person: Grazina Raguckaja, Planning and Co-ordination Officer, OSCE Mission in Kosovo

OSCE Mission in Serbia

Women Police Officers' Network created to advocate for gender mainstreaming

As the first line of defence in guaranteeing the security of a population, the police force must be able to understand and efficiently respond to the needs of both men and women. As the security needs of men and women differ, gender balance within the police force is one of the most effective strategies for providing comprehensive protection of individual security.

Since March of last year, the OSCE Mission in Serbia has been working with the Southeast Europe Police Chief Association (SEPCA) to set up the Women Police Officers' Network (WPON). The Mission hosted two out of three WPON Expert Group meetings throughout the year, co-operating with international partners and government institutions to identify specific areas of concern in which to develop relevant structures for the future Network.

In order to create a foundation for the project, research was conducted within the SEPCA police services to assess the status of women police officers, the results of which will soon be published. Issues such as recruitment and selection, career development and legislation will be covered in the report. In addition, the report will outline several recommendations and will ultimately serve as an advocacy tool for gender mainstreaming initiatives within police services throughout the region.

Contact person: Branka Bakic, National Programme Officer, OSCE Mission to Serbia



Aide Memoire ensures gender mainstreaming in all projects and programmes

The OSCE Action Plan for the Promotion of Gender Equality tasks management and staff throughout the Organization to mainstream a gender perspective into policies, programmes and projects.

The Head of Mission Unit of the OSCE Office in Tajikistan (OiT) has recently developed a good practice for institutionalizing gender mainstreaming as an integral part of all phases of the project cycle. In addition to the Programme Project Implementation Plan, which is used in the Office as a template for all new project proposals, the Aide Memoire on Gender Mainstreaming in Projects and a Checklist for Gender Mainstreaming in Project Documents has been provided to project managers to ensure that projects are gender mainstreamed and that gender sensitive indicators are included to facilitate project monitoring.

By uniformly applying the principles of the Aide Memoire - a document providing basic definitions and an overview of the principles of gender mainstreaming - and the Checklist - a summary of key gender aspects to consider regarding a project's target beneficiaries, objectives, risks, budget, monitoring and evaluation – the OiT is expecting to significantly enhance gender mainstreaming into the project cycle and serve as a good practice leader.

Contact person: Klaus Rasmussen, Deputy Head of Office, OSCE Office in Tajikistan

Spotlight on...

OSCE Centre in Bishkek

International conference leads to founding of police women's association

In November 2009 an International Conference, "Women Police in a Democratic Society" was held in Bishkek. The Conference, the first of its kind in Kyrgyzstan, was jointly organized by the National Council of Women, Family and Gender Development, the Kyrgyz Ministry of the Interior and the OSCE Police Reform Programme for Kyrgyzstan, and covered topics ranging from democratic policing principles to the recruitment of women.

As a result of this conference, the OSCE Centre in Bishkek has agreed to support the establishment of a Kyrgyz Police Association for Women, which will focus on the social protection of female police officers. The initial preparation phases of the future association, including the planning of a study trip for the future chairperson of the association to similar organizations, is currently underway.



Alexandra Zemskova, a Russian Major-General (above), addresses the International Conference, attended by police persons including Ms. Alieva, Chief of the Personnel Department of the Ministry of the Interior of Kyrgyzstan (far left, centre.)

The OSCE Centre in Bishkek is also involved in two other policing programmes that focus on the prevention of gender-based violence. The first project, entitled "Kyrgyz Police against Gender Inequality and Domestic Violence" (1 May – 30 November) will use a gender analysis of human resource policies of the Kyrgyz police to develop recommendations for improving female recruitment and retention. The project will also encompass the development of a teaching manual for police instructors on the protection of victims of gender-based violence.

The second project, "Our Police Protect the Rights of Women", will address a wide range of issues related to gender inequality, including domestic violence, bride kidnapping, polygamy and early marriage in the *Jalal-Abad* province. The project has several expected results:

- Organization of a series of roundtables with the participation of civil society, the police and governmental organizations throughout the *Jalal-Abad* province;
- Preparation of a video programme on gender issues and police-public partnerships, to be broadcast on a monthly basis;
- Publication of booklets and brochures raising awareness of common problems linked to gender inequality and their prevention;
- Organization of conferences within the *Jalal-Abad* province on gender-related issues.

Contact person: Jumagiul Esenlieva, Gender Focal Point and Senior Programme Assistant, OSCE centre in Bishkek

Highlights

High-level Tripartite Meeting to focus on gender and comprehensive security

Starting in 1993, the United Nations, the OSCE and the Council of Europe have been holding regular informal meetings in order to encourage closer and more effective cooperation between the three organizations and to bring co-ordinated international response to global and regional threats to security.

The annual High-level Tripartite Meetings, organized and chaired on a rotating basis, provide a forum for discussion of a theme of common concern.

At this year's meeting, chaired by the OSCE, high-level representatives will meet to discuss "Gender and Comprehensive Security: Lessons learned and possibilities for enhanced co-operation." The participants will explore a number of issues related to gender and security, in particular, conflict prevention and

resolution through the implementation of United Nations Security Council Resolution 1325 – analyzing strengths and weaknesses of its implementation and challenges for further action - and violence against women as a serious violation of human rights and an impediment to the achievement of gender equality and comprehensive security.

The 2010 High-level Tripartite Meeting will take place on 14 June in Vienna.

Gender advisers provide technical assistance to OSCE field missions

Over the past three months, staff members from the Gender Section, specializing in each of the three OSCE dimensions of security have visited various field operations to share their expertise with mission staff.

Stefan Steyaert, Adviser on Gender Issues specializing in the first dimension, visited the OSCE Mission in Kosovo in late April to work with staff on the issue of security in Kosovo. The aim of the visit was to conduct workshops with OSCE staff of the Security and Monitoring Section, and with the Mission's gender focal points. The first workshop addressed the linkages between gender and policing and discussed a strategy to improve the retention and advancement of female police officers. The objective of the second workshop, for Gender Focal Points, was to draft their terms of reference and to identify potential gender-related activities for 2010.

Freya von Groote, Adviser on Gender Issues, visited the OSCE Office in Tajikistan in



Tajik women profit from an OSCE-supported business centre (left) and women's resource centre (right). Freya von Groote, Gender Adviser, visited these projects in May to provide technical assistance.

early May. During the visit, she met with staff from all three dimensions in order to discuss and identify opportunities to enhance gender mainstreaming. Von Groote, who specializes in the second dimension, also travelled to the field where she visited an OSCE-supported women's resource centre, business centre and an Aarhus Centre.

Monica Gutierrez, Adviser on Gender Issues, travelled to the OSCE Mission to Bosnia and Herzegovina in April to advise staff from all



departments on the integration of a gender perspective in the Mission's 2010 activities and 2011 Programme Outline and to identify areas where ongoing support from the Secretariat should be enhanced. She also met with staff regarding the implementation of UNSCR 1325 principles, namely, the involvement of women and incorporation of gender issues in post-conflict reconstruction. During her visit, Gutierrez met with OSCE staff and representatives of NGOs and international organizations.

Women's role in security discussed at Asia conference

On 18 and 19 May of this year, the 2010 OSCE - Asia Conference took place in Seoul. The topic of the Conference, co-hosted by the Ministry of Foreign Affairs of the Republic of

Korea and the OSCE, was "OSCE and Asian Partners for Co-operation's Vision of a Comprehensive Approach to Security Issues." The third session, taking place on the second day of the Conference, was devoted to the issue of women's contribution to security. In particular, the session focused on enhancing women's participation in political and public life and promoting the role of women in matters of peace and security.

In addition, a side event, organized on the topic of women's contribution to security, was held on 17 May 2010. The full-day event featured high-level speakers on topics ranging from the importance of promoting women's participation as active agents for peace to integrating gender in conflict prevention and early warning systems and integrating a gender dimension in national security policies.



News in Brief

Bitesize updates on recent gender news

UN group to advise on I325

UN News Centre

A new UN advisory body of independent experts, created in March, will assess the impact of resolution 1325 on women in armed conflicts over the past decade, and focus on the better protection of women in conflict situations. The group will be led by Mary Robinson, former Irish President and UN High Commissioner for Human Rights, and Bineta Diop, Executive Director of Femmes Africa Solidarite. [More here](#)

"16 days" campaign to focus on militarism

Centre for Women's Global Leadership

Militarism will be the theme for this year's "[16 days against gender violence](#)" campaign. Celebrating its 20th birthday in 2010, the campaign will take place between November 25 and December 10. The organization behind the campaign, the Centre for Women's Global Leadership, envisages that the theme will become a multi-year project highlighting the intersections of militarism and violence.

GEARing up for a new women's entity

Centre for Women's Global Leadership

A victory is just around the corner for the [Global Gender Equality Architecture Reform](#) (GEAR) Campaign which urges the creation of a strong UN agency to work on women's rights all over the world. At the 54th session of the UN Commission on the Status of Women, 180 countries sponsored a resolution supporting the entity's creation.

CEDAW elections

CEDAW Knowledge Resource

The UN's only human rights treaty body focussing on gender issues will hold elections in June to replace almost half of its members, whose terms are expiring. The list of candidates and more information on the elections is found [here](#).

Recommendations

Continue learning about gender with this selection of informative resources.

Reading...



Beijing at 15

UNFPA

It has been 15 years since the signing of the Beijing Declaration and the Platform for action at the Fourth World Conference on Women. The Declaration vowed to make progress on reducing inequalities and inadequacies facing women in many areas, fighting discrimination and stereotypes, and reducing violence against women. UNFPA revisits the declaration in this beautifully illustrated report, to review progress made on goals, areas for improvement and ongoing challenges. [Click here](#) to read the report.



Sexed Pistols: The Gendered Impacts of Small Arms and Light Weapons

Edited by Vanessa Farr, Henri Myrntinen and Albrecht Schnabel

Proliferation of small arms and light weapons plays a key role in reinforcing and maintaining gender and age-specific violence. *Sexed Pistols* provides a rare examination of the different impacts these weapons have on women and men, girls and boys, through detailed case studies. The authors' findings include recommendations on the formulation of small arms policy, planning of small arms control and more sophisticated research on the topic.

State of the World's Human Rights

Amnesty International

Failure to promote women's equality and redress gender discrimination is a major obstacle in the achievement of the Millennium Development Goals. Amnesty International has found in its May 2010 report *State of the World's Human Rights*. The report covers human rights in 159 countries and spotlights the human rights of women and girls. Violence against women and sexual abuse are on the rise, while maternal mortality is often linked to gender discrimination, finds the full report, [accessed here](#).

The UN and Women: Walking the walk on empowerment?

By Donald Steinberg, International Crisis Group

Gender discrimination is not yet banned from the UN structures, suggests Donald Steinberg in his thought-provoking article. Comparing the low representation of women in the UN and the glass ceiling women are still facing in the UN with the US State Department of 39 years ago, Steinberg gives valuable insights on how women struggled to abolish overt gender discrimination in the US State Department. Based on this historical review of the experience of the US State Department, he suggests a framework to improve gender equality within the UN. Read the full article [here](#).

Websites...

iKNOW Politics



Politics is a website that connects and informs women with an interest in political careers.

Featured in a side event at the Supplementary Human Dimension Committee Meeting of 6-7 May, iKNOW

The International Knowledge Network of Women in Politics connects female parliamentarians, candidates, party leaders, academics and practitioners around the world. Online forums allow for the sharing of knowledge, stimulation of dialogue and access to resources that is needed to stimulate women's political participation. Access the website [here](#).

Resources ...

- [Women in National Parliaments](#)
Data on the participation rates of women in politics worldwide and by region
- [The Gender Section Fact Sheet](#)
An overview of the OSCE's efforts towards the achievement of gender equality
- [Gender and Security Sector Reform Kit](#)
Best practices and recommendations to strengthen a gender perspective in the security sector
- [GenderBase](#)
Database of female experts in the police and military fields
- [European Women's Lobby Centre on Violence Against Women](#)
Organization lobbying against gender-based violence



Upcoming events and trainings

14 June

Vienna. 2010 High-level Tripartite Meeting between the OSCE, UN and Council of Europe on Gender and Security hosted by the OSCE.

12-13 July

London. Gender Differences in Aspiration and Attainment is organized by The Institute of Education to examine influences that determine different career choices made and successes achieved by men and women. More information [here](#).

29 June - 2 July

Strasbourg. Meeting of the Ad Hoc Committee on Preventing and Combating violence against women and domestic violence, to continue negotiations on a new European convention on combating violence against women.

19-23 July

Ottawa. International Gender Training Workshop presented by Gender Equality Incorporated and Mosaic International. More information [here](#).

8-9 July

Amsterdam. Economic Crisis: The Turning Point for Women organized by The International Training Centre for Women. More information [here](#).

15-16 September

Geneva. Women, Peace and Security: From Resolution to Action, organized by the Belgian Presidency of the European Union.

9-10 July

Munich. International Conference on Gender, Peace and Security organized by the Frauenakademie Muenchen on the occasion of the 10th anniversary of UNSC resolution 1325. More information [here](#).

16 September

Vienna. Presentation of the Secretary General's Annual Evaluation Report on the Implementation of the 2004 Action Plan for the promotion of Gender Equality.



70%



30%

Each issue of the Gender Monitor provides current data on women's share of higher management positions¹ within the OSCE executive structures. Women currently occupy 30 per cent² of these positions, as compared to 28 per cent in March 2010 and 24 per cent in May 2009.

¹ S3+, P5+, Heads and Deputy Heads in field operations, Institutions and the Secretariat.

² Data as of May 2010.

Send us your comments

We thank you in advance for your feedback and hope to receive your contributions regularly.

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