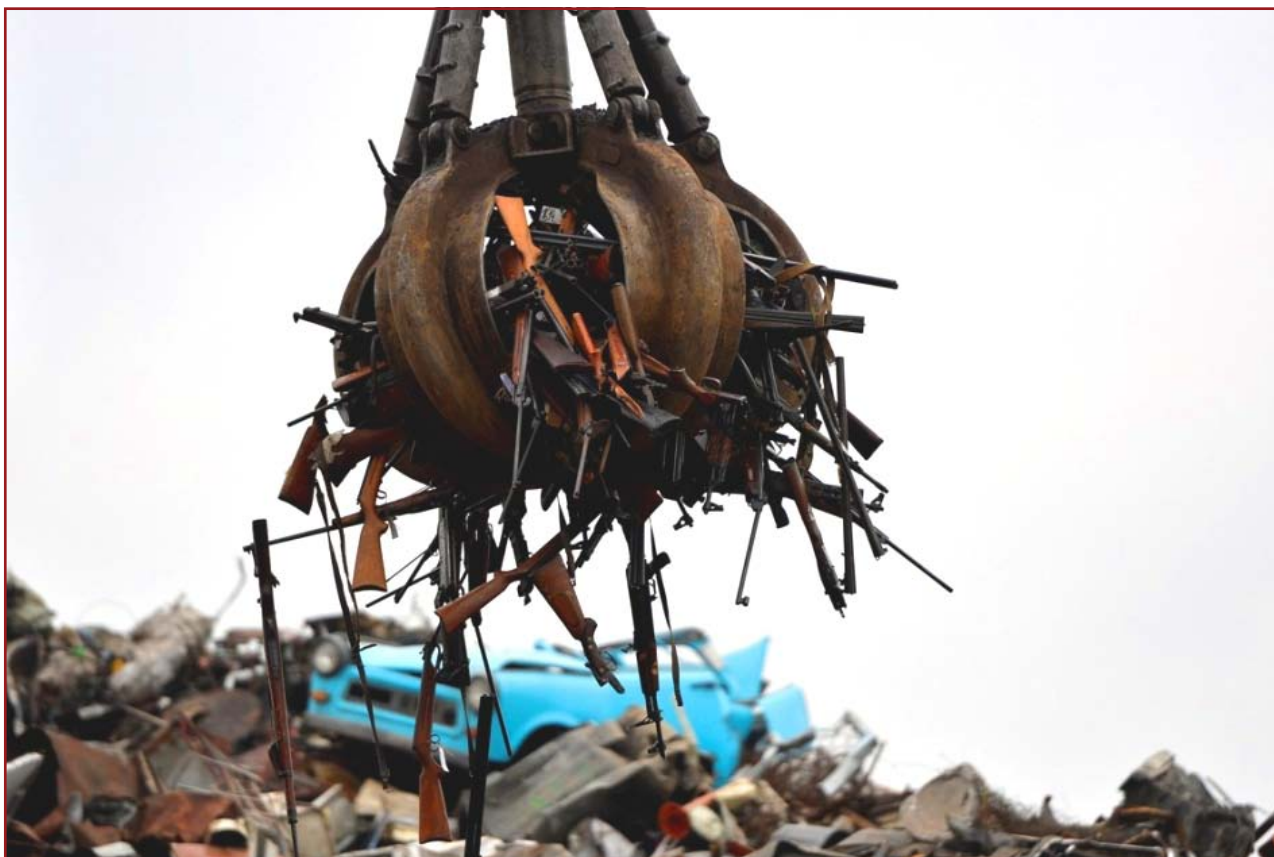




The Gender Monitor



17,000 Small Arms and Light Weapons Destroyed in Serbia - a total of 110,000 since 2003. 2012. Photo: Seesac.

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Anna Alvazzi
WOMEN AND GUNS



Dr. Alvazzi del Frate is Research Director of Small Arms Survey (SAS), a project of the Graduate Institute of International and Development Studies in Geneva, Switzerland. Before joining SAS, she spent more than twenty years working for the United Nations, at UNODC (United Nations Office on Drugs and Crime) in Vienna, and previously at UNICRI (United Nations Interregional Crime and Justice Research Institute), in Italy and in Angola. She also worked as a researcher and lecturer in sociology of law and criminology at the University of Rome “La Sapienza”. Her current research interests include gender-based and firearm violence, especially trends and patterns of lethal violence such as homicide, femicide and honor killings. She is particularly interested in advancing research methods, monitoring and evaluation in post-conflict and developing contexts.

The relationship between women and guns, although still partly obscure, is often tragic. While men are the primary victims of violence, including armed violence, women and girls are the principal victims of sexual and domestic violence. Guns serve as important facilitators of the more serious forms of violence against women, in both conflict and non-conflict settings. Their mere presence in a household heightens the risk of violence for the women and children living there. Given that the vast majority of suicide attempts with firearms are successful, while other instruments have much lower fatality rates, it is no surprise that a gun in the home raises the risk of suicide for any member of the household, with an increasing number of women using guns for this purpose.

The relationship of women to guns is complex, however. They are not only victims, but also owners, users and security providers. Statistics on firearm ownership show that, regardless of the overall gun culture in a country, legal male owners outnumber their female counterparts by a large margin. Available information points to an increase in rates of female gun ownership in many parts of the world. It appears that some of these women are buying firearms for themselves, while others inherit or receive them as a gift, or become nominal owners to enable men to evade or bypass ownership limits. In general, self-defense is not the driving force behind the higher numbers of female firearm owners, but there are notable exceptions. For example, in the aftermath of the notorious Delhi gang rape of 16 December 2012 there was a sharp increase in the number of women applying for gun licenses.

Women bear arms as police officers, soldiers and peacekeepers in most countries in the world. A trend towards the demilitarization of police forces since the 1970s has facilitated female access to the profession of law enforcement in many countries. But, despite global efforts to promote gender balance in security forces, female participation remains minimal. Only 9 per cent of the 14,000 police officers and 2 per cent of the 85,000 military personnel in UN peacekeeping operations are female. Although military service for women is now common in most Western countries, female soldiers tend to have different duties than their male counterparts, ones involving limited firearm handling. The situation in national police forces is much the same. This is changing in some countries, however, with women soldiers and officers increasingly called upon to perform the same or similar roles as men. The Government of Norway, for example, has recently established gender-neutral military conscription.

“Agents of change or victims?”

Women and girls are often actively involved in armed conflict, either as supporters or combatants. In many cases, they voluntarily join armed groups, while in others they are coerced into armed group membership and the performance of humiliating tasks. In both cases, return to civilian life after the end of conflict is not easy. Women and girls constituted between thirty and forty percent of the Maoist’s military wing, the People’s Liberation Army, during the civil war in Nepal (1996 to 2006). At the end of the war many of them did well: some were enrolled

in the regular army; others got education and training. But some faced rejection from their families and communities due to their perceived challenge to and transgression of traditional social structures and practices.

The broad trend towards equal opportunity for women coincides with a shift towards the perception of women as agents of change, not merely victims of armed violence and armed conflict. An increasing number of policies and programmes addressing firearm violence now seek the involvement of women in their design and implementation. In the outcome of the 2012 Review Conference for the UN Small Arms Programme of Action, for example, UN member states undertook ‘[t]o facilitate the participation and representation of women in small arms policymaking’ (UNGA, 2012, para. II.A.2.i). In 2013, the Arms Trade Treaty, focusing more on the victimization angle, included gender-based violence as a factor for governments to consider before authorizing the export of conventional arms.

Agents of change or victims? The international community remains ambivalent on the question. Although many countries are placing more emphasis on the roles women can play as security providers during peacetime and as peace makers during and after armed conflict, many multilateral initiatives continue to focus more or less exclusively on the protection of women in both settings. A more integrated approach would tap the potential inherent in one half of the world’s population, without ignoring the risks small arms pose to women in and outside the home.

Special Focus on...

The High Commissioner on National Minorities

ASTRID THORS



Astrid Thors is the current OSCE High Commissioner on National Minorities. She began her three-year mandate on 20 August 2013. Thors has been a Member of the Parliament of Finland since 2004. She also served as Minister of Migration and European Affairs of Finland and was a Member of the European Parliament.

By Michelle Pirotta

Being both a woman and a member of the Swedish minority in Finland which has often been called a “double minority”, would you say this status has had an impact on your career?

In Finland, my generation benefitted from the achievements made by the women of previous generations. I have never experienced overt discrimination. In fact, the quotas to promote women probably helped me.

Being a woman member of the Swedish minority in Finland has not really “doubled” my minority status but it does make it easier for me to recognize that the same dynamic is at play: the majority sidelines minorities in similar ways, regardless of what minority they belong to. The majority unconsciously repeats the patterns of the past. These are symptoms of the structure of power, which is still dominated by men. The majority does not do this deliberately; they often do not even realize it is happening.

So, in my experience, minorities and groups with less power are subjected to more subtle forms of discrimination: if a woman asks for the floor in a meeting, she may be ignored. When a woman starts to speak, men might speak over her. When women present ideas, they can be ridiculed or have the credit for their ideas taken. I think the only way to deal with this is to always be sharp in your interventions. I have learned how to ignore this. It is not personal; it is a reaction to something you represent.

In Finland and generally in the Nordics, the

contribution of women for the survival of families was needed. In Finland, men and women fought side by side for independence from Russia, culminating in Finland becoming the first country to give women the vote and allow them to run for office in 1907. And we see the effects of these generations of empowered women: Finnish women are emerging in high positions on the international stage. I can mention Elisabeth Rehn and Eva Biaudet who are doing and have done excellent work.

As a woman in a powerful position, you will inevitably be seen as a role model by aspiring women. What responsibilities do you think that entails?

I believe that I do have a responsibility to support younger women. I see women at the start of their careers and they are determined that they do not need quotas, that they can do it on their own merits. It is often not until you hit your thirties that you start to notice and find yourself obstructed by these power structures. One thing I do quite consciously is try to maintain a sort of women’s network so I can suggest suitable women candidates for positions. This balances the traditional networks that promote and support men. I think that when people are filling vacancies, they tend to look for people who are like them, and this can unconsciously lead to men filling positions with other men. This perpetuates the old power structures and habits. There is a danger in resting on our laurels, as we could lose the gains we have achieved.

Although women are not a minority that your mandate focuses on, the HCNM is committed along with the rest of the

OSCE to mainstream gender. Do you think being a woman is helpful in that respect?

I think mainstreaming gender is very important. For the OSCE it is a policy, but it should also be a process we fully engage with. Mainstreaming is most concrete in projects and it can be most effective when it is used as a tool to give women possibilities. In some of the work I have done in the past, I have learned that ensuring that rights are applied equally to women as well as men is extremely important. For example, many of our projects are in the field of education initiatives where we see a great gender imbalance. We need to make sure that women and men are attracted equally to the profession by making it a prestigious career with commensurate salaries.

Would you describe yourself as a feminist? What does “feminism” mean to you?

Yes, I would, although it is difficult to define. I think being cognizant of the structures that lead to different treatment and the effort to overcome these obstacles is a part of feminism. It involves striving for equality while appreciating the differences between men and women as long as these differences do not lead to discrimination and as long as men and women have equal opportunities to reach their potential, regardless of their gender. As I described above, I think being an active feminist is about empowering the next generation.

Michelle Pirotta is the Communications and Editorial Assistant for the OSCE High Commissioner on National Minorities.

Interview with...

Carlien Scheele

Opening Doors by Setting a National Focal Point Network

By Sarah Hurtes

Carlien Scheele is Director of the Gender and LGBT Equality Department at the Dutch Ministry of Education, Culture and Science. Scheele studied French at Utrecht University before starting her career in the area of social affairs and employment policies. She joined the Ministry of Education, Culture and Science in 2007 and assumed the position of Director at the Gender and LGBT Equality Department in 2011. Scheele is a member of the EU High Level Group on Gender Mainstreaming and a Board member of the European Institute for Gender Equality. She is Chair of the Council of Europe's Gender Equality Commission and a member of the Committee on Equal Opportunities for Women and Men. At UN level, she is co-ordinator of the national implementation of the Convention on the Elimination of Violence against Women (CEDAW) and head of the Dutch delegation to the UN Commission on the Status of Women.



Being the Chairperson of the Gender Equality Commission of the Council of Europe (CoE) and of the CoE's National Focal Point (NFP) network, could you please explain the role of a National Focal Point network?

The network of National Focal Points (NFPs) has been set up within the context of the new Gender Equality Transversal Programme of the Council of Europe. This programme aims at filling the gap between de iure and de facto equality, and a number of structures, including the Gender Equality Commission (GEC) and the NFPs, have been put in place to that end.

The 47 NFPs from the member states of the CoE are a key component of the programme. First of all, they provide the link between the CoE Programme and the wide range of actors and mechanisms responsible for gender equality at national level - from government, parliament, local and regional authorities, civil society and the private sector. In addition, they promote international standards at national level with a view to bridging the gap between legal and real equality in their country. Last

“The NFP promote international standards at national level with a view to bridging the gap between legal and real equality in their country. ”



*Andrée van Es, Deputy Mayor of Amsterdam. 2013.
Photo: COE*

but not least, they are expected to provide advice and expertise on the implementation of the Gender Equality Strategy and input to the work and activities of the Transversal Programme on Gender Equality.

Why do you think establishing a NFP system can bring added value to the work of an organisation?

Given the responsibilities and roles which I have just described, the NFP network brings a very strong added value to the work of the Council of Europe. They are a source of expertise, ideas, information and contacts which are key to the success of the Transversal Programme on gender equality, both at European and domestic level.

Most importantly, NFPs are the nexus between the European dimension and the national reality which is essential when we think about the impact of CoE work on gender equality and about bridging the gap between legal and real equality at all levels.

You had the first meeting of the NFP in the



Open Space discussions. 2013. Photo: COE

Netherlands with a thematic focus on the issue of Women and the Media. In what ways was this a useful initiative? What was the outcome?

“Women and Media” has been defined as one of the priorities of the GEC. The recent adoption, immediately after the Conference, of the recommendation on gender equality and the media by the CoE Committee of Ministers shows how timely this event was. The event was useful content-wise and was largely echoed by media. The Conference clearly concluded that there was a strong need to pursue efforts for gender equality to become a reality in the media landscape. In that respect, the Conference has also been very useful for the NFPs. They stressed that the first Conference was very inspiring and that examples provided by speakers on media and the image of women will be taken on board at domestic level.

The GEC will discuss, at its forthcoming meeting in November, the follow-up to be given to this important political event.

“Building strong synergies between the members of the network, between the network and the organisation, and between the network and other relevant structures is very important. ”

“The NFP network brings added value to the work of the Council of Europe. They are a source of expertise, ideas, information and contacts, which are key to the success of the Transversal Programme on gender equality . ”

The event was also very useful as this was the first NFPs annual conference and the first joint meeting of the NFPs network with the GEC since the inception phase of the transversal programme. This was the occasion to get to know each other, take stock of progress achieved and challenges faced during the first year of operation of the transversal programme on gender equality. There was indeed a need to discuss and identify ways to strengthen working relations between the various structures and also to agree on possible future activities. It was agreed that next year’s annual NFPs Conference will focus on gender equality and education.

What would be your recommendations to an organisation that wants to establish a NFP network?

As for every network, the organisation should give the appropriate means to its members to properly fulfil their mandate, collectively and individually. The network is a large and complex structure that requires continued dialogue and exchange of information. The NFP network has a huge potential, but its success very much depends on the availability and the capacity of each member to fulfil the mandate with which they are entrusted. Synergies and ownership are two key words in that respect. Building strong synergies between the members of the network, between the network and the organisation, and between the network and other relevant structures is very important. The sense of ownership is also an important element to take into account when setting up a network, so that NFPs are closely associated with the work and activities of the organisation.



Philippe Boillat, Andrée van Es, Ellen Berends. 2013. Photo: COE

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 features projects from a number of field operations that highlight the various methods of successfully incorporating a gender perspective into their work.

Promoting the Empowerment of Vulnerable Women through Local Government

By Anna Gay

On 3 July, 2 and 4 September, the OSCE Mission in Kosovo organized three roundtable workshops on the rights of women, with a special focus on the rights of women with disabilities and women from rural areas. The roundtables aimed to facilitate discussions on current issues preventing vulnerable women from being more involved with the local government and from benefiting

from its services. A large part of the discussions focused on ways how to increase the participation of women with disabilities and women from rural areas in the municipal decision-making processes and how to include their needs and issues on the municipal agenda. Participants included municipal officials, municipal gender equality officers, and representatives from non governmental organizations working on women's rights and the rights of

persons with disabilities, as well as local women, who expressed their gratitude for the opportunity to raise concerns with these representatives. The workshops were organized in close co-operation with the Human Rights Unit of the Ministry of Local Government Administration.

Anna Gay is a the Senior Adviser in the Human Rights and Communities Department.

OSCE Mission in Kosovo



Participants from the first roundtable on women empowerment in Gjilan/Gnjilane region, 3 July 2013 (OSCE Mission in Kosovo)

Young Men as Ambassadors of Gender Equality

By Vesna Ivanovik

For a second consecutive year the OSCE Mission to Skopje supported the Boys Camp as a part of the "Young Men Leadership Project" organized by the NGO "YMCA" from Bitola and US Peace Corps. In total 60 boys from the whole country age 14-18 participated in four sessions divided in four multi-ethnic groups.

Some of the objectives of the Camp were to further develop and

strengthen the core values of social inclusion, multi-ethnic cohabitation, commitment to democratic processes and gender sensibility.

The OSCE Mission's to Skopje Gender Focal Point Vesna Ivanovik and Gender Working Group members Kalina Lakinska, Senior Project Assistant, and Agustin Nunez-Vicandi, Monitoring Officer, participated in the Camp and



Young men debating on gender issues, Tajmiste, 2 July 2013. (United States Peace Corps/ Alex Dunn)

OSCE Mission to Skopje

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 features projects from a number of field operations that highlight the various methods of successfully incorporating a gender perspective into their work.

OSCE Mission to Skopje

gave presentation on the OSCE Mission to Skopje commitments to gender mainstreaming and the Gender Working Group activities in accordance with the OSCE Action Plan 2004 for the Promotion of Gender Equality.

Discussion was led on gender and diversity issues and how the new generation of young men could help challenge the gender stereotypes and prejudices in given traditional society. During the interactive sessions several topics were covered, namely it was discussed about the factors influencing creation of gender related stereotypes and prejudices were discussed. Through examples it was illustrated how the media, school books, fairy tales, usual colour code (pink and blue), “boys” and “girls” toys (cars/guns vs dolls), society and socially imposed gender roles, cross-cultural differences, tradition, religion affect the gender roles and creation of stereotypes.

The main message of the discussions was how important it is to include men as ambassadors of gender equality. It was underlined that

acceptance of gender differences, as well as tolerance and respect for others could tackle gender stereotypes, prejudices and misconceptions that create gender inequalities.

In addition to the Boys Camp held in July 2013 the Mission Gender Focal Point Vesna Ivanovik, and Agustin Nunez-Vicandi, Gender Working Group member, were invited by the

project manager Farrukh Isломov participate in the Summer Camp held in Struga as a part of the project “Promoting inter-ethnic cohabitation and sustainable relations among youth”.

Vesna Ivanovik is an Office Assistant in Police Development Unit and Gender Focal Point of the OSCE Mission to Skopje.



Vesna Ivanovik (second from right) of the OSCE Mission to Skopje's Gender Working Group leads a discussion on gender and diversity at a camp for young male leaders, Tajmiste, 2 July 2013. (United States Peace Corps / Alex Dunn)

An Exchange Between Prominent Women from Prishtinë/Priština and Belgrade

By Maria Berishaj Sylejmani

On 6-8 July 2013, the OSCE Mission in Kosovo, in co-operation with the OSCE Mission to Serbia, organized the second meeting of prominent women from the two mission areas in Budva, Montenegro. The participants included members of the Serbian women's parliamentary network and of the Assembly of Kosovo women's caucus, as well as female representatives of other decision-making institutions and women leaders from academia, civil society and media. This is the second meeting organized between these two groups, as a follow up to the first meeting in January 2012. The focus of the meeting was women's empowerment

in the fields of education, political parties, entrepreneurship and public decision-making. The two-day meeting was moderated by Ms. Sonja Lokar, Director of the Central and Eastern Network for Gender Issues and former parliamentarian from Slovenia.

During the meeting, participants discussed challenges faced by women in society and identified strategies to enhance women's active participation in public policy making and in the labour market, strengthen their voice within political parties, increase media attention to women's topics and actively support a stronger position of women within society. The European Union Stabilization and Association

Process was also raised as a potential opportunity for projects in the field. The participants agreed to continue their dialogue, starting with a follow-up meeting on the empowerment of women in political parties. They also discussed initiating public campaigns to promote equality of women and men with regard to inheritance and the implementation of property rights in an effort to enhance the financial independence of women.

Maria Berishaj Sylejmani is a National Programme Officer in the Central Assembly and Independent Institutions Section / Democratization Department of the OSCE Mission in Kosovo.

OSCE Mission to Serbia and Mission in Kosovo

Recommendations ...

EIGE 2013

Advancing Gender Equality in Decision-Making in Media Organisations



The current report is the first one to deliver comparable data on the number of women in decision-making positions across major media organisations in the 27 EU Member States and Croatia. Further to this, the report identifies the extent to which these same organisations have developed gender equality policies, monitoring mechanisms

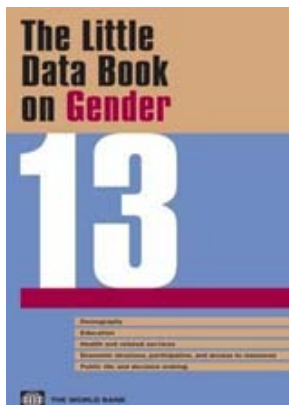
and specific initiatives to support women's career development. The report proposes the first indicators in the area of Women and the Media of the Beijing Platform for Action. It is hoped that these indicators will be used for regular monitoring of the media sector in the EU to strengthen gender equality.

Synopsis from / report available on:

<http://eige.europa.eu/content/document/advancing-gender-equality-in-decision-making-in-media-organisations-report>

World Bank 2013

The Little Data Book on Gender



The Little Data Book on Gender 2013 is a quick reference for users interested in gender statistics. It presents gender-disaggregated data for more than 200 countries in a straightforward, country-by-country reference on demography, education, health, labor force, political participation, and the Millennium Development Goals. Summary pages that cover regional and income group aggregates are also included.

This third issue of The Little Data Book on Gender reflects the structure of the World Development Report 2012 on Gender Equality and Development. The report looked at the facts and

trends surrounding the various dimensions of gender equality in the context of the development process: although many women around the world continue to struggle with gender-based disadvantages, much has changed for the better and at a more rapid pace than ever before.

However that progress needs to be expanded, protected, and deepened. While development has closed some gender gaps, other gaps persist, including excess deaths of girls and women, disparities in girls' schooling, unequal access to economic opportunities, and differences in voice within the household and in society. The report argues that gender equality can enhance productivity, improve development outcomes for the next generation, and make institutions more representatives of groups in society.

Synopsis from / manual available on:

<https://openknowledge.worldbank.org/bitstream/handle/10986/13206/9780821398203.pdf?sequence>

UN Women 2013

Annual Report 2012-2013



The Annual Report documents UN Women's work to foster women's empowerment and gender equality around the world. It highlights some of the organization's initiatives during the year and provides summary financial statements, a list of new programmes and projects, and contact information.

As this report highlights, their programmes have increased women's leadership, enlarged economic opportunities, stopped gender-based violence, brought women into peace and security processes, and increased funding for gender equality in national budgets.

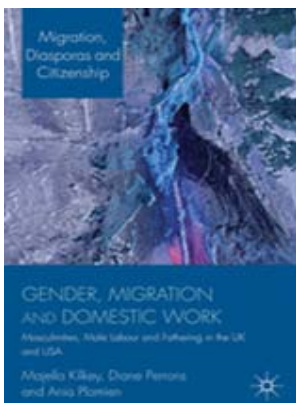
Synopsis from / blog available on:

<http://www.unwomen.org/~media/Headquarters/Attachments/Sections/Library/Publications/2013/6/UNwomen-AnnualReport2012-2013-en%20pdf.pdf>

Recommendations ...

Majella Kilkey, Diane Perrons and Ania Plomien 2013

Gender, Migration and Domestic Work : Masculinities, Male Labour and Fathering in the UK and USA



As the rich have got richer and households have become busier, demand for commoditized household services has increased. While much is known about maids and nannies, this book is distinctive in focusing on masculinized domestic services.

Through two case-studies – Polish handymen in the UK and the households that employ them and Mexican jardineros in the

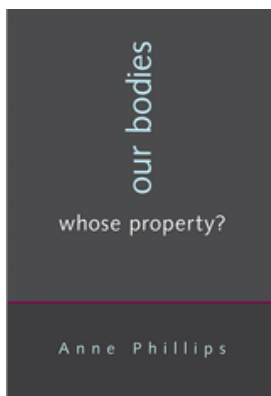
USA - the book demonstrates how, by outsourcing, householders can mitigate the 'father time-bind' arising from tensions between new expectations for involved fathering, economic expectations regarding working hours, and a highly gendered and neo-liberal social policy regime, and shows how the consequences of this reaches beyond the households into the lives of the migrant men who work for them.

Through the focus on male domestic work, the book identifies distinctly gendered understandings of domestic work and care, and shows how these influence the differential economic value of and emotional attachment to different forms of domestic work, and the gendered identities of those supplying and buying these services. In doing so, the book reveals much about the dynamic and varied understandings of masculinity.

Synopsis from / factsheet available on: <http://www.palgraveconnect.com/pc/doi/finder/10.1057/9781137303936>

Anne Phillips 2013

Our Bodies, Whose Property?



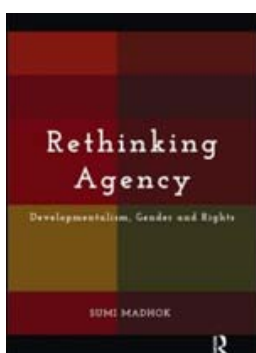
No one wants to be treated like an object, regarded as an item of property, or put up for sale. Yet many people frame personal autonomy in terms of self-ownership, representing themselves as property owners with the right to do as they wish with their bodies. Others do not use the language of property, but are similarly insistent on the rights of free individuals to decide for themselves whether to engage in commercial transactions for sex, reproduction, or organ

sales. Drawing on analyses of rape, surrogacy, and markets in human organs, *Our Bodies, Whose Property?* challenges notions of freedom based on ownership of our bodies and argues against the normalization of markets in bodily services and parts. Anne Phillips explores the risks associated with metaphors of property and the reasons why the commodification of the body remains problematic.

Synopsis from / report available on: <http://press.princeton.edu/titles/10037.html>

Sumi Madhok 2013

Rethinking Agency – Developmentalism, Gender and Rights



Rethinking Agency asks an underexplored question, tracks the entry, encounter, experience and practice of developmentalism and individual rights, and examines their normative and political trajectory. Through an ethnography of a moral encounter with developmentalism, it raises a critical question: how do we think of agency in oppressive contexts? Further, how do issues of

risk, injury, coercion and oppression alter the conceptual mechanics of agency itself?

The work will be invaluable to research organizations, development practitioners, policy makers and political journalists interested in questions of gender, political empowerment, rights and political participation, and to academics and students in the fields of feminist theory, development studies, sociology, politics and gender studies.

Synopsis from / report available on: <http://www.newssafety.org/page.php?page=20491>

Upcoming Events

8 October 2013

Vienna, Austria. *2nd Meeting of the OSCE MenEngage Network.* The meeting will have for guest speaker Mr. John Crownover, who is a leading activist in the involvement of men and boys in gender initiatives. Mr Crownover will talk on the need to engage with young men, particularly those from lower socio-economic backgrounds that are excluded from many government and civil society initiatives. The meeting will be followed by a discussion on how members of the network can promote more peaceful masculinities in connection to promoting peace and security in the OSCE region.

October 2013

New York, USA. *UN Security Council Open Debate on Women Peace and Security.* The Security Council convenes in October for its annual open debate on Women and Peace and Security.

24 October - 25 October 2013

Istanbul, Turkey. *Launch of the Guidance Note on Enhancing Gender-Responsive Mediation.* The launch of the Guidance Note, developed by the Gender Section, will be in the form of a roundtable which will focus on the experience of mediation in the OSCE region and the possible practical implementation of the guidance note.

11 November - 12 November 2013

Almaty, Kazakhstan. *Enhancing the Women, Peace and Security Agenda in the Euro-Atlantic and Eurasian Region.* With a purpose to promote a dialogue and to assist participating States to better formulate their position and directions for an efficient creation and implementation of the Women, Peace and Security agenda, OSCE and UN Women are organizing a high-level conference in Almaty.

2 December - 4 December 2013

Bangkok, Thailand. *Global Forum on Media and Gender.* The first Global Forum on Media and Gender will be organized by UNESCO, UN Women, and media and NGO partners globally in November 2013. This will be an important follow-up to one of the critical areas of concern of the Beijing Declaration and Platform for Action, "Women and the Media Diagnosis", and its strategic objectives.

STATISTICS



65%



35%

Women currently occupy 35 percent¹ of higher management positions², which is the same as in June 2013.



79%



21%

Within the 57 Permanent Missions to the OSCE, currently 21 percent¹ of Heads of Delegation are women, as compared to 25 percent in June 2013.



72%



28%

Women Deputy Heads of Delegation currently occupy 28 percent¹, which is the same as in June 2013.

¹ Data as of 1 September 2013.

² S3+, P5+, Heads and Deputy Heads in field operations, Institutions and the Secretariat.

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