OSCE

Organization for Security and Co-operation in Europe

OSCE Toolbox for the Promotion of Gender Equality

Last updated March 2011[1]

INTERNATIONAL AND NATIONAL INSTRUMENTS	DESCRIPTION	STATES	DIRECT LINK
Convention on the Elimination of All Forms of Discrimination against Women (1979) and its optional protocol (2000)	The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life - including the right to vote and to stand for election - as well as education, health and employment. States parties agree to take all appropriate measures, including legislative and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms. Through the Optional Protocol, a State recognizes the competence of the Committee on the Elimination of Discrimination against Women - the body that monitors States parties' compliance with the Convention - to receive and consider complaints from individuals or groups within its jurisdiction.	Ratified by 54 OSCE participating States.[2] OSCE States parties to the optional protocol: 46 (as of 14 Sept. 2006) [3]	http://www.un.org/womenwatch/daw/cedaw/cedaw.htm http://www.un.org/womenwatch/daw/cedaw/protocol/text.htm
United Nations Security Council Resolution 1325 on Women, Peace and Security (31. Oct. 2000)	The Resolution addresses the disproportionate and unique impact of armed conflict on women, recognizes the under-valued and under-utilized contributions women make to conflict prevention, peacekeeping, conflict resolution and peace-building, and stresses the importance of their equal and full participation as active agents in peace and security.	Adopted by unanimity	http://www.un.org/events/res_1325e.pdf
UN Declaration on the Elimination of Violence against Women, General Assembly Resolution (December, 1993)	Provides a clear and comprehensive definition of violence against women, a clear statement of the rights to be applied to ensure the elimination of violence against women in all its forms, a commitment by States in respect of their responsibilities, and a commitment by the international community at large to the elimination of violence against women.		http://www.unhchr.ch/huridocda/huridoca.nsf/(Symbol)/A.RES.48.104.En?Opendocument

[1] This toolbox is subject to regular updates and amendments.

[2] Albania, Andorra , Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia & Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kazakhstan, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Republic of Moldova, Romania, Russian Federation, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Tajikistan, The former Yugoslav Republic of Macedonia, Turkey, Turkmenistan, Ukraine, United Kingdom, Uzbekistan.

[3] Albania, Andorra , Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia & Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Czech Republic, Denmark, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kazakhstan, Kyrgyzstan, Liechtenstein, Lithuania, Luxembourg, Montenegro, Netherlands, Norway, Poland, Portugal, Republic of Moldova, Romania, Russian Federation, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, The former Yugoslav Republic of Macedonia, Turkey, Ukraine, United Kingdom.

TOOL	DESCRIPTION		DIRECT LINK
Platform for Action Beijing 1995 and Beijing + 5, Beijing + 10 and Beijing + 15	This document was the result of the 4th World Conference on Women, held in Beijing in 1995, and aims, with concrete plans, at removing all obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making.	OSCE States present in Beijing, 1995[4]	http://www.un.org/women watch/daw/beijing/platform /plat1.htm and; http://www.un.org/women watch/daw/followup/beijin g+5.htm and; http://www.un.org/women watch/daw/Review/english /49sess.htm and; http://www.un.org/women watch/daw/beijing15/index .html
United Nations General Assembly Resolution October 2004.	Working towards the elimination of crimes committed against women and girls in the name of honor.		http://www.wunrn.com/ref erence/crimes_honor.htm
National Action Plans for the achievement of gender equality	The Beijing Platform for Action called on all governments to develop implementation strategies or plans of action for achieving gender equality.		http://tandis.odihr.pl/index. php?p=qu-ac,all&qid=a3b56f7d7bc5c 2de81a1033e393e0a3d&s ort=pubdate and; http://www.un.org/women watch/daw/country/nation al/natplans.htm
National Action Plans for the implementation of UNSCR 1325	Some states have developed action plans for the implementation of UNSCR 1325 in their national and international co-operation policies.	23 pS currently have a NAP	http://www.peacewomen.o rg/commitments/?adhocpa ge=3342
TOOL	**DESCRIPTION**		**DIRECT LINK**
OSCE Decisions			
2004 OSCE Action Plan for the Promotion of Gender Equality MC.DEC/14/04	The Action plan contains the priorities on gender equality of the OSCE and its participating States. It covers the issue of gender equality within the Organization, gender mainstreaming in all sectors and the priority areas for gender equality. *Full versions available in English, Albanian, Armenian, Russian and Serbian*		http://www.osce.org/docu ments/mcs/2004/12/3917_ en.pdf
Ministerial Council Decision on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation MC.DEC/14/05	This Decision integrates UNSCR 1325 into the Organization's own obligations and provides for the OSCE to take action in the areas of recruitment, programming and reporting.		http://www.osce.org/docu ments/mcs/2005/12/17432 _en.pdf
Ministerial Council Decision on Preventing and Combating Violence against Women MC.DEC/15/05	This Decision urges the participating States to take all legislative, policy and programmatic measures to prevent violence against women.		http://www.osce.si/mc-docs/mc_15_05.pdf

Ministerial Council Decision on Women's Participation in Political and Public Life MC.DEC.7/09	This Decision recalls the OSCE commitments for the advancement of gender equality, non-discrimination and promotion of men's and women's equal right to participate in political and public life.	http://www.osce.org/documents/cio/2009/12/41865_en.pdf
Other OSCE Documents		
Implementation Plan on Gender Mainstreaming SEC.GAL/32/06	Includes the different plans developed by the Departments and Units in the Secretariat. These plans present concrete activities for the implementation of responsibilities under the Action Plan.	http://http://www.osce.org/item/25935.htmlwww.osce.org/item/25935.html
The Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, **2007** SEC.GAL/112/07/ Corr.1	The Secretary General's presentation to the participating States of the evaluation of the efforts made by the OSCE to put in practice the Action Plan and the way towards its full implementation.	http://www.osce.org/documents/html/pdftohtml/25578_en.pdf.html
The Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, **2008** SEC.GAL 170/08	The Secretary General's presentation to the participating States of the evaluation of the efforts made by the OSCE to put in practice the Action Plan and the way towards its full implementation.	http://www.osce.org/item/33064.html
The Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, **2009** SEC.GAL 138/09/Part I	The Secretary General's presentation to the participating States of the evaluation of the efforts made by the OSCE to put in practice the Action Plan and the way towards its full implementation.	http://www.osce.org/documents/sg/2009/09/39746_en.pdf and Annexes http://www.osce.org/documents/sg/2009/09/39754_en.pdf
The Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, 2010 SEC.DOC/3/10	The Secretary General's presentation to the participating States of the evaluation of the efforts made by the OSCE to put in practice the Action Plan and the way towards its full implementation.	http://www.osce.org/item/45877.html and Annexes http://www.osce.org/item/46042.html
Compendium of Projects for the Promotion of Equality between Men and Women	Projects implemented by OSCE field operations and the ODIHR, 2003-2006	Available in Doc.In: Secretariat .SG and Central Services/Gender Issues http://docin.osce.org/
OSCE Tools		
Factsheet Gender Section	Gender Equality *Full versions available in English and Russian*	http://www.osce.org/gender/item_11_42723.html
Gender Aspects in Post-Conflict Situations (December 2001 – partially updated in	This guide is meant to assist staff members of OSCE Field Operations and decision-makers in helping post-conflict populations to recover, rebuild and realize a society where gender issues are taken into consideration.	http://www.osce.org/secretariat/item_11_14003.html

2007)		
Glossary on Gender-Related Terms (May 2006)	Includes a definition of the main gender-related terms used in OSCE documents.	http://www.osce.org/documents/html/pdftohtml/25936_en.pdf.html
Outline for Heads of Missions (May 2006)	Outlines the main responsibilities of the Heads of Missions with regard to the implementation of the Action Plan in their Missions.	Accessible in Doc.In: Secretariat/SG and central services/Gender Issues
Guide to Gender Mainstreaming in OSCE Events (August 2006)	Provides concrete step by step suggestions for the appropriate mainstreaming of gender issues in the organization of events.	http://www.osce.org/documents/gen/2006/08/29587_en.pdf
Aide-Mémoire on Gender Mainstreaming Projects	Aims to provide you with a practical tool to gender mainstream the OSCE programmes and projects you plan, design, implement, monitor and evaluate.	http://www.osce.org/item/25941.html
Filling the GAPS, guidelines for Mission Programme Officers on Gender Mainstreaming and Annexes (updated January 2008)	Aims at helping Mission Programme Officers to include gender perspectives in their analysis of situations in the field and in policy and strategic development.	http://www.osce.org/item/22975.html?ch=793 and http://www.osce.org/item/29802.html?ch=1053
Integrating a gender approach in police public partnerships projects, March 2009	This publication shows linkages between police-public partnerships and gender considerations. It aims at providing OSCE police advisers, their implementing partners and other relevant staff with an introduction to the basic knowledge of mainstreaming gender in community policing. *Full versions available in English and Russian*	http://www.osce.org/gender/item_11_36581.html
Gender in environment. The guide to the integration of gender aspects in the OSCE's environmental projects, March 2009	The purpose of this guide is to help understand what gender mainstreaming means from an environment and sustainable development perspective and to provide guidance on how gender mainstreaming can be put into practice. *Full versions available in English and Russian*	http://www.osce.org/gender/item_11_36575.html
Bringing Security Home: Combating Violence Against Women in the OSCE Region - A Compilation of Good Practices, June 2009	This publication documents more than 95 good practices to help eliminate gender-based violence and highlights their impact in preventing violence against women, protecting victims and prosecuting offenders. Strategies for involving men and young people in anti-violence activities are also described. *Full versions available in English, French, Montenegrin, Serbian and Russian*	http://www.osce.org/gender/item_11_38013.html
Guide on Gender-Sensitive Labour Migration Policies, May 2009	This guide was produced jointly by the Office of the Co-ordinator of OSCE Economic and Environmental Activities, the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings and the OSCE Secretariat Gender Section. *Full versions available in English and Russian*	http://www.osce.org/gender/item_11_37689.html
Tools of Other International Organizations		
CIDA: A Project Level Handbook: The Why and How of Gender-Sensitive Indicators	Explains why gender-sensitive indicators are useful tools for measuring development results, offers suggestions and guidance for using indicators, and provides a conceptual and methodological understanding of gender-sensitive indicators.	http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUImages/Policy/$file/WID-HAND-E.pdf
Council of Europe: Handbook on National Machinery to Promote Gender Equality and action plans.	Gives guidelines for establishing and implementing National Machinery and Action Plans to promote equality, with examples of good practice.	http://www.coe.int/t/dghl/standardsetting/equality/03themes/standards-mechanisms/EG(2001)7_en.pdf

Guidelines for establishing and implementing National Machinery to promote equality, with examples of good practice		
Department for International Development (DFID): Gender and Peacekeeping Training Course	Contains training modules with reading materials and tools for gender mainstreaming in emergency situations.	http://www.genderandpeacekeeping.org/participant-e.asp
Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ): Gender and Project Management	Specifies to GTZ staff how to integrate gender in project management.	http://www2.gtz.de/dokumente/bib/02-5196.pdf#search=%22gtz%20gender%20and%20project%20management%22
European Commission: Handbook on concepts and methods for mainstreaming gender equality	Explains how to mainstream gender in the projects of the EC development co-operation.	http://ec.europa.eu/europeaid/sp/gender-toolkit/en/pdf/section1.pdf
Mediterranean Institute of Gender Studies: The Gender & Media Handbook, Promoting Equality, Diversity & Empowerment	Is a practical manual containing critical background on the current challenges and opportunities around gender and media issues. It gives advice on how to address gender issues in media institutions in order to transform organizational structures, policies and professional associations.	http://www.medinstgenderstudies.org/wp-content/uploads/handbook_final.pdf
Swiss Agency for Development and Cooperation (SDC): Gender Tool Kit - Instruments for gender mainstreaming	Provides different tools on various areas, e.g. gender analysis, gender analysis framework, gender in country programmes, gender inside the organization, etc.	http://www.deza.admin.ch/index.php?navID=21929&langID=1&userhash=8deeee51d3f8fa3603cd8e4096c9b02c
UNDP: Gender Mainstreaming Tools Marketplace – an Annotated Resource Guide	A compilation of links to tools on gender mainstreaming in different sectors, such as governance, environment, crisis prevention, human development, training, etc.	http://www.undp.org/women/tools_marketplace.pdf
UNDP: Gender Mainstreaming in Practice: A Handbook	Practical handbook for gender mainstreaming in policy making areas such as: Macroeconomics and trade, education, labour, poverty, health, justice and human rights, conflict, environment.	http://www.undp.org/women/docs/RBEC_GM_manual.pdf
UNDP: Gender Mainstreaming in Practice: A toolkit	Gender mainstreaming toolkit for Europe and Central Asia, developed by UNDP Regional office, in English and Russian. See specially part II, with sections by topics, e.g. mainstreaming in poverty, macroeconomics, in energy & environment, in crisis recovery, etc. 2007 – 3rd edition.	http://europeandcis.undp.org/?menu=p_cms/show&content_id=6D8DE77F-F203-1EE9-B2E5652990E8B4B9
UNDP: Gender Approaches in Conflict and Post-Conflict Situations	Provides practical tools for gender mainstreaming: Gender analysis, capacities and vulnerabilities framework, checklist and engendering the project cycle.	http://www.undp.org/women/docs/gendermanualfinalBCPR.pdf
UNIFEM: Budgeting for Women's Rights: Monitoring Government Budgets for Compliance with CEDAW	Provides guidelines for government budgeting with a gender perspective.	http://www.unifem.org/attachments/products/MonitoringGovernmentBudgetsComplianceCEDAW_eng.pdf
NATO Civil-Military Co-operation Centre of Excellence: Gender makes sense – a way to improve your mission	Provides guidelines on how to integrate gender into civil-military co-operation projects conducted by NATO-forces. Get a copy of the Gender brochure (2008) by clicking on the enclosed link.	http://www.cimic-coe.org/download/gender_brochure_web.pdf

Capacity Building for OSCE Staff		
General Orientation Programme	A one hour session is offered to all OSCE staff when attending the General Orientation programme.	Contact Training Section training@osce.org
Gender Training	More in-depth training on gender mainstreaming is provided upon request to Missions, Institutions and Secretariat.	Contact Training Section training@osce.org
Contacts		
OSCE Secretariat Gender Section	Jamila Seftaoui Senior Adviser on Gender Issues	jamila.seftaoui@osce.org
	Kristine Herman Adviser on Gender Issues	kristine.herman@osce.org
	Hanna Sands Gender Officer	hanna.sands@osce.org
Focal Points for Gender Issues in Field Operations and Institutions	A Focal Point for Gender Issues has been appointed in all Field Operations and Institutions.	http://www.osce.org/documents/gen/2010/09/15845_en.pdf
Focal Points for Gender Issues in the OSCE Secretariat	A Focal Point for Gender Issues has been appointed in all Departments and Units in the Secretariat.	A complete list is available in Doc.In: Secretariat/SG and Central Services/Gender Issues