

**Human Dimension Implementation Meeting  
1 October 2009, Working Session 7- Tolerance and non-discrimination II  
Statement on behalf of: Jamila Seftaoui, Senior Adviser on Gender Issues,  
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Excellencies, Dear colleagues, Ladies and Gentlemen:

Last week, the OSCE Secretary General presented to the Permanent Council his annual evaluation report on the implementation of the 2004 Gender Action Plan - the matter to be discussed today.

The report identifies many accomplishments that should be celebrated in addition to the challenges that still need to be addressed. The report also lists a set of recommendations for the consideration of participating States and OSCE structures.

Let me first mention two areas that the report highlights as areas in which the Organization has made much progress, yet remain key challenges: the representation of women in management positions and the integration of men's and women's concerns and contributions in the three dimensions of OSCE's work.

With regard to the first point, consistent progress has been achieved since the approval of the Gender Action Plan in 2004. The percentage of women in managerial positions has increased from 19 per cent in 2008 to 24 per cent in 2009. However, other challenges surrounding this issue have been identified, such as the low application of women to higher contracted positions and the drastic decrease of female nominations by participating States from 40 to 34 per cent. Clearly, there is still room for improvement. The Secretary General's report calls on participating States and all recruitment actors within the Organization to increase the nominations of female professionals for senior positions and to intensify their joint efforts in bringing about progress in this area.

Regarding gender mainstreaming efforts in the three dimensions of the OSCE's work, steps have been taken to include women's concerns and their contributions within the framework of the OSCE politico-military dimension. The OSCE offices in Baku and in Skopje have, thanks to the direct assistance of the Gender Section, undertaken gender assessments and integrated a gender perspective in their policing projects. In order to further this trend, the Gender Section has published a fact sheet with specific guidelines for programme managers on how to include gender as a level of analysis and of services within police-public partnerships. However, continued effort is still needed in order to fully integrate a gender perspective in other police projects, as well as in OSCE military, economic or environmental programmes.

Within the context of today's discussion it is important to mention the work that the Gender Section has done regarding the implementation of Ministerial Council Decision 15/05 on Preventing and Combating violence against women. Thanks to the varied contributions of many participating States and in order to further support States in the area of prevention of gender based violence, the Gender Section has compiled and published nearly 100 good practices. This compilation of tested and proven effective strategies, addresses the prevention of violence, protection of victims and prosecution of offenders, and facilitates the exchange of experiences between States. I would like to encourage government and non-government agencies to promote and use the resource *Bringing Security Home* in their practical work.

In 2010 we will celebrate the 5<sup>th</sup> anniversary of Ministerial Council Decision 14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation and the 10<sup>th</sup>

anniversary of United Nations Security Council Resolution 1325. These important milestones provide us with an excellent opportunity to intensify the implementation of these commitments. In line with this goal, the Gender Section has developed a roster mapping female experts in police and military affairs. This database will facilitate the deployment of qualified female professionals within an area of expertise where they are still severely underrepresented.

Excellencies and colleagues, let me finish by stressing that while the OSCE has taken important steps to implement the 2004 Gender Action Plan and the 2005 Ministerial Council Decisions, there is still much work to be done by all OSCE stakeholders.

I look forward to a close co-operation with all of you.

Thank you.

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