



The Gender Monitor



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An Introductory Note

Following up on the OSCE Conference “UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE” in Sarajevo in October, the Gender Section interviewed Ambassador Fletcher Burton, Head of the OSCE Mission to Bosnia and Herzegovina on his thoughts and reflections on United Nations Security Council Resolution 1325.

Assessing the implementation of UNSCR 1325, do you think that significant progress in certain areas covered by the resolution has been achieved in Bosnia and Herzegovina? In which areas and to what extent?

First of all, the UNSCR 1325 Conference in Sarajevo at the end of October not only heightened awareness of the Resolution but also highlighted the work that still needs to be done for full implementation. It brought together local and international experts to discuss challenges and good practices in Resolution implementation across the OSCE region. But more than that, it revitalized discussion of UNSCR 1325 and the practical steps needed to advance its implementation.

Significant progress has certainly been made in various areas. For example, the BiH Gender Equality Agency (GEA) recently launched a specialized website on 1325 implementation, and also issued its first report on the status of implementation. This same Agency, in collaboration with the BiH Ministries of Defence and Security, has conducted trainings on women's security issues at the local level. It has collaborated with the European Union Police Mission (EUPM) to train police academy educators on gender issues, including gender-

based violence. It has also collaborated with NATO to conduct three trainings on gender equality in the military. In addition to this, the GEA and the BiH Ministry of Security are engaged in harmonizing security law and policy with the BiH Gender Equality Law.

The GEA is not alone in its efforts to implement UNSCR 1325. The UNFPA has been working with civilian women victims of war and a working group was created to draft a Strategy for Improvement of the Status of War Victims of Sexual Violence. Alongside this was the adoption, in 2010, of the Republika Srpska Strategy for Combating Domestic Violence. There are increased efforts to improve co-operation amongst actors dealing with domestic violence at the local level and there has been greater attention given to the Protocols on Co-operation at the municipal level. Awareness campaigns and events have been organized to highlight the importance of women's participation in decision making processes. For example, the Mission, in co-operation with the Office for Democratic Institutions and Human Rights (ODIHR) and the Gender Committee of the BiH Parliament recently organized a conference in November entitled Women's Political Participation.

The Mission stands ready to support future endeavours towards Resolution implementation, including supporting women's political participation at the local level within the upcoming elections and through the inclusion of 'Gender' as a topic in an Advanced Security Policy Course supported by the Mission's Department of Security Co-operation.



How was the Bosnian National Action Plan (NAP) on the implementation of UNSCR 1325 created? Was there any involvement from the Mission?

A Working Group was created in 2008 to prepare the first draft of the NAP. The members of this group included the BiH Gender Equality Agency, the BiH Ministry of Defence, the BiH Ministry of Security, and both State and Entity level Ministries in charge of Human Rights. Although the Mission did not take part directly in the drafting process, we were actively involved in NAP discussions and supported its implementation. After a year and a half long process, the NAP was adopted in 2010 and BiH became

the first country in the region with a 2010- 2015 National Action Plan for Implementation of Resolution 1325. Last year, approximately 350,000 euros were awarded to NGOs for NAP implementation and an inclusive co-ordination board was established, involving all relevant state and entity-level institutions, NGOs and international organizations, to drive the NAP forward.

Sarajevo Conference

“UN 1325: Moving Beyond Theory to Maximize Security in the OSCE”



On October 27 and 28, 2011, the OSCE Gender Section organized the conference UNSCR 1325: Moving beyond Theory to Maximize Security in the OSCE in Sarajevo, Bosnia

and Herzegovina. The conference gathered more than 100 participants from 29 different countries to discuss best practices and challenges in the creation of National Action Plans (NAP) for the implementation of UNSCR 1325. The conference concentrated on developments in the OSCE region where, to date, only 20 countries have adopted NAPs. The discussions centered on the synergies between international organizations, state institutions and civil society organizations in creating and monitoring the implementation of NAPs.

The conference provided a good overview of the different meth-

ods used in the OSCE region to work with the resolution - ranging from female mediators used in southern Kyrgyzstan during the tensions in 2010 to arranging public consultations and information campaigns in Serbia during their NAP creation.

In the OSCE region the level of implementation of UNSCR 1325 varies widely, some countries are in the process of creating NAPs such as Georgia and others such as Finland are in the process of updating their NAP. The conference highlighted that there is still work to be done in raising public awareness about the resolution, the creation of baseline indicators, methods of including civil society organizations in drafting as well as in implementing and monitoring of NAPs. Additionally, the conference identified a need for stronger links between academic researchers of UNSCR 1325 and state actors working with the resolution.

The Gender Section intends to follow the development of NAPs closely and continue to provide assistance to participating States in the implementation of UNSCR 1325.



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 Office in Tajikistan

In 2011, two new special units within police stations were created in Kurgan-Tube and Kulyab in southern Tajikistan to handle cases of domestic violence with the support of the OSCE Office. These units complement the three previously set up in 2010 in Dushanbe and Khujand, the capital of the country's northernmost province. The special units are staffed with police officers who have been trained to address the needs of victims in a gender-sensitive manner through courses organized by the OSCE in 2010 and 2011. Each police station has set aside a dedicated room where victims, typically women and children, can communicate with law enforcement officials in an atmosphere free of fear and stigmatization. The co-operative effort between the OSCE Office in Tajikistan and the Ministry of the Interior is helping police officers identify and investigate cases of domestic violence as well as refer the victims to available community services.

Contact person: Maria Gratschew, Gender and Trafficking Officer, OSCE Office in Tajikistan

OSCE Office in Baku

From June to October, the Office in Baku and the State Committee on Family, Women and Children co-sponsored a series of roundtable discussions on domestic violence issues in the regions of Azerbaijan, where the Government is establishing new shelters in 2011. The roundtables provided an opportunity for local government officials, shelter employees, civil society actors, lawyers, prosecutors, judges, police officers, OSCE representatives, and the public to discuss their respective roles in the implementation of the new Law on the Prevention of Domestic Violence in each region. The roundtables raised awareness about domestic violence and the legislation, and facilitated communication and co-operation between local actors responsible for addressing domestic violence in Masalli, Khachmaz, Sabirabad, and Goygol.

Contact person: Melissa Stone, Deputy Head of Office, OSCE Office in Baku

Highlights

Nobel Peace Prize Awarded to Three Women's Activists

On 7 October, President Ellen Johnson Sirleaf of Liberia, Liberian peace activist Leymah Gbowee, and Tawakkul Karman, a journalist and pro-democracy activist from Yemen, were jointly awarded the Nobel Peace Prize. The Nobel Committee praised the winners for their "non-violent struggle for the safety of women and for women's rights to full participation in peacebuilding work" and affirmed that democracy and lasting peace cannot be achieved unless women obtain the same opportunities as men to influence developments at all levels of society.

UN Secretary-General Ban Ki-moon stated that "with this decision, the Norwegian Nobel Committee sends a clear message: women count for peace. It is a testament to the power of the human spirit and underscores a fundamental principle of the United Nations Charter: the vital role of women in the advancement of peace and security, development and human rights."

UN Women Executive Director Michelle Bachelet welcomed the decision by saying that: "All over the world, women are demanding their rights and equal participation in peacebuilding, democracy and the development of their nations, and this year's Nobel Peace Prize sends a message to the world that now, the 21st century, is the time for women's full and equal participation at all levels of society." She stressed that this year's Nobel Peace Committee acknowledges the importance of what women have been demanding for years- their equal involvement in peace, security and democracy decisions.

Margot Wallström, the UN Secretary-General's Special Representative on Sexual Violence in Conflict, noted that more than a decade after the adoption of UNSCR 1325, less than 10 percent of all peace agreements are negotiated by women and less than 3 per cent are signed by them.



Spotlight on...

OSCE Centre in Bishkek (Osh field office)



In June, the OSCE Field Office in Osh launched a pilot project aimed at promoting women's engagement in conflict prevention mechanisms in the south of Kyrgyzstan. A network of well respected women leaders at the community level, the Women Initiative Groups (WIGs), was established in Osh, the second largest town in the country and in the south-western province of Jalal-Abad. The main role of the WIGs is to address root causes of tension and violence within communities as well as within the family, and to provide advice and support in their role as focal points vis-à-vis the social structures and the police. The identified women leaders received training on early warning, conflict prevention and case referrals.

On 3 August, a co-operation agreement between women community leaders, community police, healthcare and educational structures was signed in Osh. WIGs from the communities of 11 territorial councils and relevant government agencies committed to work together on rapid referral of cases of violence, mitigating tensions, and providing support to vulnerable families. The work of the WIGs will help to revive the Women Councils in south Kyrgyzstan by transferring the acquired knowledge to state officials and providing community support to activities initiated at the local and provincial levels.

On the occasion of the signing ceremony, Lilian Darii, Deputy Head of the OSCE Centre in Bishkek, stated "the involvement of women will help include all sections of the communities and, in the long run, will contribute to restoring confidence towards institutions in the south of the country. The OSCE is committed to building the potential of women in the south of Kyrgyzstan as local focal points. With this pilot project we will take stock of mediation efforts at the national and local level and identify local solutions to conflict prevention."

Contact person: Jumagiul Esenalieva, Senior Project Assistant and co-Gender Focal Point, OSCE Centre in Bishkek

OSCE Mission in Kosovo



The OSCE Mission in Kosovo is working to promote women's participation in local decision-making processes through its regional centres. This year the Mission engaged in activities to raise the awareness of women in drafting local strategies on gender equality. The Mission organized radio debates in several municipalities to encourage women to take part in the development of gender equality strategies through discussions on key issues such as education, access to services, employment and violence against women. Debates were conducted in Albanian, Bosnian, Romani, Serbian and Turkish languages to ensure equal access to information for women from all the communities. Outreach targeting women in rural areas was also conducted.

The Mission continues to support the participation of women at the local level through women's caucuses. The caucuses bring together female municipal assembly members, local officials, civil society representatives and local residents, and serve as a forum to discuss and address issues affecting women. The OSCE assists the caucuses through capacity-building activities to empower the participants and enhance their advocacy work. In some municipalities where women's caucuses have not been established, the Mission has facilitated meetings among female municipal assembly members, officials and local residents.

Contact person: Kelley Thompson, Political Officer and Gender Focal Point Coordinator, OSCE Mission in Kosovo



Highlights

Making SMART Indicators Smarter to Measure Women's Progress in the Security Sector and Political Life. Written by Andreea Vesa, ODIHR Human Rights Officer.

While indicators may not grab the headlines, they are crucial to OSCE participating State efforts to promote women and address gender issues in the security sector and political life. Consequently, well conceptualized indicators ought to be central to OSCE's programmatic work as well; work that is meant to assist OSCE participating States in meeting their commitments to UN Security Council Resolution 1325 on Women Peace and Security (UNSCR 1325), subsequent resolutions in this vein, and legally binding provisions of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). For its part, the OSCE has adopted a number of political commitments focused on gender equality and women's participation in all aspects of political and public life, including in the security sector and in peace processes. However, less has been done to develop indicators to systematically track progress in implementing these OSCE commitments.

The OSCE's Office for Democratic Institutions and Human Rights (ODIHR) along with the OSCE Gender Section promote the idea of practical implementation of UNSCR 1325 and CEDAW. Currently, ODIHR is putting together an article, which discusses the importance of developing gender sensitive indicators as a means of systematically measuring progress towards achieving gender equality goals within the OSCE region*. These indicators are meant to strengthen national policies, such as national action plans for the implementation of UNSCR 1325** or more general gender equality national action plans, by giving governments and NGOs the tools to measure and evaluate their efforts. Similarly, OSCE staff in field missions and institutions should consistently use gender indicators to gauge their activities in support of their local counterparts. We hope that this exercise will contribute to the development of a set of agreed upon indicators to measure progress in implementing OSCE commitments across participating States and within the OSCE as well.

When it comes to achieving gender equity results, ODIHR advocates making SMART indicators smarter. What does this mean in practical terms? For those of us who have been through monitoring and evaluation training, we know that indicators must be specific, measurable, attainable, relevant, and time bound (SMART) to be effective measurement tools. For such indicators to paint a more complete picture of women's status in the security sector and politics, they should be included in gender national action plans, specific UNSCR 1325 national action plans, and OSCE work plans. However, in order for such indicators to better measure impact and results, they should also be:

- Comprehensive and capture the entire spectrum of issues that affect women in political and security sectors.
- Strategic, or designed in such a way to capture information that might not be readily available from other formal measurements like national indices.
- Comparative or, when read as a complete measurement set, reveal patterns and trends.
- Tailored and adaptable to the specific context of a particular country as well as institutions in that country.
- Systematic, or monitored and evaluated at regular intervals to show progress or lack thereof while also taking into consideration identified assumptions and risks.

These recommendations and other related monitoring and evaluation advice will be included in a special 2011 volume of the OSCE Yearbook devoted to ODIHR's 20th anniversary to be published by the Hamburg-based Centre for OSCE Research (CORE). ODIHR gender staff will also present these ideas at the upcoming conference on "UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE" on 27-28 October 2011 in Sarajevo, Bosnia and Herzegovina.

In its daily work, ODIHR strives to apply the above enhanced methodology when aiding OSCE participating States in establishing and achieving their gender equality goals. Recently, ODIHR participated in a review of Tajikistan's proposed gender national action plan for 2011-2015. The State Committee on Women and Family Affairs together with the gender NGO community in Tajikistan, supported by several international organizations such as UN Women, OSCE, and the Asian Development Bank, are in the process of drafting a comprehensive gender action plan which includes indicators and covers a range of issues such as women's participation in decision making, politics and the security sector. In April 2011, ODIHR provided detailed feedback on the draft plan and participated in a conference organized by the State Committee which focused on improving the plan's aims.

So while indicators may not get as much press, ODIHR has found from experience that they do enrich our work and provide a practical means for counterparts in OSCE participating States to consistently measure and demonstrate commitment to gender equality goals.

*The working title of the article is "Towards a Strategic Approach in Applying Gender Sensitive Indicators: Guidance for OSCE Programming" and is authored by Kristin van der Leest, ODIHR Gender Adviser and Andreea Vesa, Human Rights Officer (Human Rights Women and Security Programme). (Forthcoming in December 2011).

**To date, 31 countries have chosen to draft UNSCR 1325 national action plans. Out of those countries, 19 are OSCE participating States.



Highlights

Update on National Action Plans on the Implementation of UNSCR 1325

Thirty two countries around the globe have adopted a National Action Plan (NAP) on the implementation of UNSCR 1325, while several others are in the process of elaborating one. In the framework of the OSCE, Australia's Minister for the Status of Women, Kate Ellis, launched last August the Draft Australian National Action Plan on Women, Peace and Security, which is currently under review. On the occasion of the tenth anniversary of UNSCR 1325 in October last year, United States Secretary of State Hillary Clinton announced U.S. plans to develop a NAP to implement resolution 1325 in collaboration with civil society. The U.S. NAP is based on the four pillars of the UN thematic framework: participation, prevention, protection, and relief and recovery, and includes UN indicators such as: extent to which women are effectively represented in peace-building and reconstruction efforts, are protected against sexual violence, and are the focus of conflict prevention, relief and reconciliation efforts.

In the former Yugoslav Republic of Macedonia a NAP is under development by a working group on the implementation of UNSCR 1325 drawn from relevant institutions, including the Ministries of Labour and Social Policy, Interior and Defence. The working group is tasked with elaborating the first draft of the NAP, which will be circulated to civil society, other government agencies and parliamentarians before endorsement by the Executive branch.

On 8 July, the Ministry of Labour of Kyrgyzstan held a meeting that paved the way for the establishment of a working group composed of gender experts tasked with assessing the possibility of developing a NAP. The Special Representative of the OSCE Chairperson-in-Office on Gender Issues, Wendy Patten, on the occasion of a recent visit to the country, welcomed the commitment of the Government of Kyrgyzstan to develop a NAP and underlined that the OSCE stands ready to support the process.

As a result of a conference to promote women's role in government organized by the OSCE Presence in Albania in November last year, the Albanian Government is considering to develop a NAP. The conference discussed challenges in implementing UNSCR 1325 and suggested the formulation of national action plan through a democratic and inclusive process where all stakeholders' views are taken into account. On 16 September, Serbian Secretary of State for Defence and Director of UN Women Sub-regional Office for Central and Southeast Europe signed a Memorandum of Understanding aimed at implementing the NAP on UNSCR 1325. The memorandum will allow for further co-operation between the Government and the UN by means of concrete technical and financial assistance in implementing the resolution in the Serbian army and the Ministry of Defence.

This year, a Pacific regional working group was established on women, peace and security tasked, inter alia, with developing a Regional Action Plan on Women, Peace and Security geared toward the implementation of UNSCR 1325. The Pacific community includes 22 Pacific islands and territories in addition to Australia, France, New Zealand and the United States of America. The plan is to be presented at the Pacific Islands Forum Leaders Meeting to be held in 2012.

Open debate of UN Security Council on Women, and Peace and Security

On 28 October, the UN Security Council held its yearly Open Debate on the theme "Women's Participation and Role in Conflict Resolution and Mediation," which marked the 11th anniversary of UNSCR 1325. The Council adopted a presidential statement voicing concern over the continued low level of women's participation in all stages of peace processes and the implementation of peace accords, urging for this trend to be reversed. It noted that persistent gaps and challenges seriously hinder the implementation of resolution 1325, as evidenced, for instance, by the limited number of women in institutions devoted to conflict prevention and resolution, particularly in the field of preventive diplomacy and mediation efforts. It encouraged parties and mediation teams to adopt a gender perspective in negotiating and implementing peace agreements and to facilitate increased representation of women in peace-building forums.

Addressing the meeting, UN Secretary-General Ban Ki-moon acknowledged the low participation of women in conflict resolution, but noted that the number of women leading UN peacekeeping, political and peacebuilding missions had risen to six out of 33 missions over the past year. Also, the proportion of women candidates in its roster of senior mediators has increased to 35 percent. Ban Ki-moon recalled the Strategic Framework he had presented to the Council to accelerate implementation of UNSCR 1325, which included targets and indicators for 2014 and 2020. He urged Member States to increase efforts, including through increased funding, to implement the Strategic Framework's priorities.

During the debate, the United States welcomed the initiative of including gender advisors and focal points in UN field missions on the role of women in peace and security, and indicated that the U.S. Government's ultimate objective is to fully incorporate women and girls into diplomatic, security and development efforts. The European Union, along with Albania, Armenia, Bosnia and Herzegovina, Croatia, Georgia, Macedonia, Moldova, Montenegro, Serbia and Ukraine, underlined the lack of women in formal peace negotiations coupled with their absence in peace-building institutions. They welcomed the development of the UN Strategic Framework and set of indicators



News in Brief

Bitesize updates on recent gender news

Annual Report on OSCE Gender Action Plan

On 15 September, the Director of the Office of the Secretary-General, Paul Fritch, presented the Annual Evaluation Report of the 2004 OSCE Action Plan for the promotion of gender equality to the Permanent Council. The report was divided into the three areas of the action plan: gender mainstreaming within the Organization; gender mainstreaming of OSCE programmes, projects and activities; and progress in the six priorities areas of the Action Plan. The document shows an upward trend in the number of women in management positions in the OSCE, reaching 31 percent as of May 2011. However, most Heads and Deputy Heads of Mission continue to be men. Efforts to gender mainstream continues to be largely focused on projects within the human dimension, with an increase of projects incorporating gender considerations noticed within the economic and environmental dimension. A decline of gender mainstreamed projects was detected in the politico-military dimension. The report constitutes a point of departure for participating States to assess the current state of gender equality in the OSCE area.

OSCE Arrivals

Ambassador Miroslava Beham of Serbia was recently appointed as the new Senior Adviser on Gender Issues. Ambassador Beham has served as Permanent Representative of the Republic of Serbia to the OSCE since July 2006. She brings to the Organization an outstanding experience in international affairs, having participated in the negotiating team for the talks on the future status of Kosovo as well as the Yugoslav Commission for Truth and Reconciliation. Ambassador Beham has also significant experience as a political journalist in Germany. She takes her post as a Senior Adviser on Gender Issues in December 2011.

Council of Europe's Gender Equality Commission

The Council of Europe has set up a Gender Equality Commission to support European Governments in their efforts to eliminate discrimination against women. The Commission will be tasked with identifying the most urgent needs for action as well as the challenges that continue to disadvantage women. The key issues of concern include the low level of participation of women in politics and public life, unequal access to justice, unequal salaries for the same work, and greater protection from domestic violence.

Continued...

to monitor progress, and mentioned the establishment of an EU mediation support team aimed at ensuring the representation of women in mediation processes. Italy added that women's rights must be an integral part of peace agreements, and that gender inclusiveness can be best promoted by enhancing the skills of both men and women on human rights at the community level. Finland, Iceland, Norway and Sweden underscored the role of civil society in promoting the participation of women in peace processes and called for increased financial assistance. Switzerland urged Governments to look for strategies to increase not only the number of women as mediators but also to integrate human rights of women and girls in peace agreements.

Recommendations

Continue learning about gender with this selection of informative resources.

Reading...

Planning for Action on Women, Peace and Security: National-level Implementation of Resolution 1325, International Alert/UN Women



This publication reviews different approaches to the implementation of international women, peace and security frameworks, focusing particularly on UNSCR 1325. It addresses how the resolution can be translated into concrete policy guidelines and programmatic initiatives and underlines good practices and lessons learned over the last decades. The information and examples contained in the document are intended to advance the formulation, implementation, monitoring and evaluation of national action plans on women, peace and security. An updated review authored by the United Nations is expected to be released on 20 December 2011. www.international-alert.org/resources/publications/planning-action-women-and-peace-and-security

Gender Self-Assessment Guide for the Police, Armed Forces and Justice Sector, DCAF 2011



This tool can be used to assess the gender responsiveness of security sector institutions, in particular the police services, the armed forces and the justice sector. The guide provides eight stages to conduct the self-assessment, from considering the risks and benefits to developing a gender action plan and monitoring and evaluating its implementation. The assessment looks at 16 dimensions of gender responsiveness grouped under six themes: performance effectiveness; laws, policies and planning; community relations; accountability; personnel; and institutional culture. <http://dcafdev.ethz.ch/Publications/Publication-Detail?lng=en&id=133133>

UN Secretary-General Report on Women and Peace and Security

The latest UN Secretary-General Report on Women and Peace and Security released on 29 September proposes a strategic framework to guide the implementation of Resolution 1325 for the next decade. The report elaborates on progress achieved under the four thematic areas of prevention, participation, protection, and relief and recovery, by using some of the indicators presented in last year's report. The document concludes that implementation of UNSCR 1325 continues to be uneven, and that proactive steps need to be taken to strengthen women's engagement in conflict resolution and to deter widespread and systematic abuses of women's rights in conflict. It also contains a set of recommendations ranging from inclusion of women and peace security elements in the mandates of peace operations to increasing the number of women in the foreign service and national security establishments.

What the Women Say: Participation and UNSCR 1325: A Case Study Assessment, ICAN/MIT, October 2010



This Case Study Assessment prepared by the International Civil Society Action Network (ICAN), an NGO based in Washington DC, and the Massachusetts Institute of Technology (MIT) Center for International Studies examines efforts by key actors to address women's participation in peace processes. The project interviewed women in conflict zones to assess their experiences regarding the relevance and impact of UNSCR 1325 in their countries. The study was conducted over a period of six years and covered six countries: Liberia, Sri Lanka, Banda Aceh, Occupied Palestinian Territories/Israel, Colombia, and Uganda. The assessment found that some Governments had failed to take the necessary steps to raise women's participation while others had enacted legislation that had not been implemented, and other created special commissions which proved to be ineffective. The study was supported by Norway and Ireland, among others. http://web.mit.edu/cis/pdf/WomenReport_10_2010.pdf



Recommendations

Resources ...

[OECD Social Institutions and Gender Index \(SIGI\)](#)

The SIGI is a new measure of gender equality based on the OECD's Gender, Institutions and Development Database. In contrast with conventional indicators which focus on inequality outcomes, this index focuses on the root causes of gender inequality.

[Handbook for Legislation on Violence against Women](#)

This handbook provides detailed guidance on how to support the adoption and implementation of legislation on prevention of gender-based violence, including punishment measures against perpetrators and reparations to victims. This resource is specifically targeted to government officials, parliamentarians, civil society as well as regional and international organizations.

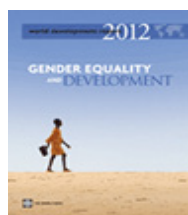
[Gender and Security Sector Reform Training Resource Package](#)

This resource constitutes a series of practical training materials intended to help trainers and educators integrate gender in Security Sector Reform (SSR) training, and deliver effective gender training to SSR audiences. The package contains a number of exercises, discussion topics and examples. It provides useful information on how to take gender issues into account throughout an SSR training cycle: training needs assessment, learning objectives, design and development of training, implementation, monitoring, evaluation and follow up. The package is focused on security sector reform, police reform, defence reform, parliamentary oversight of the security sector, civil society oversight of the security sector, national security policy-making, justice reform, border management, SSR assessment, monitoring and evaluation. The package is available in English and French. A number of training modules are also available in Arabic.



[Video "The Whistleblower"](#)

The movie was screened at the United Nations headquarters last October and was followed by a panel discussion on sexual exploitation in post-conflict settings composed of UN Secretary-General Ban Ki-moon, Under-Secretary-General for Field Support, Susana Malcorra, and WILPF's Secretary-General Madeleine Rees, amongst others. Hundreds of UN staff, diplomats and civil society representatives attended the event. The movie looks at sexual and gender based violence (SGBV) in post-conflict Bosnia. The panel concluded that while significant efforts to protect and empower women have been made since the adoption of Resolution 1325, much more needs to be done. In this context, reference was made to the adoption of resolutions 1820, 1888 and 1960 which recognize that SGBV is a grave violation of human rights and a threat to peace and security.



[The World Development Report 2012: Gender Equality and Development](#)

This year's report explains how gender equality is both a key development objective as well as smart economics. The document argues that enhanced gender equality can promote productivity, improve development outcomes and make institutions more representative. The report focuses on four priority areas including: reducing female mortality and closing remaining education gaps; improving access to economic opportunities for women; increasing development outcomes for the next generation; increasing women's role in the household and in society; and limiting the reproduction of gender inequality across generations.

[UNiTE to End Violence against Women](#)

The UNiTe campaign was launched by UN Secretary-General Ban Ki-moon and aims to prevent violence against women and girls in all parts of the world. The campaign brings together the United Nations system with individuals, civil society and Governments to put an end to violence against women in all forms. The campaign intends to raise 100 million dollars by 2015.

[Peacebuilding](#)

This joint project by the European Peacebuilding Liaison Office (EPLO), the International Center for Transitional Justice (ICTJ) and International Alert aims to guide policymakers to implement UNSCR 1325 by developing recommendations to the European Union and EU Member States on enhanced support to women's peacebuilding priorities. The focal countries for the cluster include Burundi, Georgia, Liberia and Sierra Leone.



Initiatives

Operation 1325

The Operation 1325 network was created by several Swedish organizations in 2003 to advocate for the effective implementation of UNSCR 1325. Operation 1325 works in collaboration with partners to implement the resolution in Sweden and abroad, with the main aim of enhancing women's leverage at all levels of peace processes through projects, studies, training and conferences related to the implementation of UNSCR 1325.

Women's Leadership for Peace and Security

Led by the Club de Madrid, the Women's Leadership for Peace and Security project works directly with women leaders and women's groups in the Greater Horn of Africa and the Andean Region to promote the effective participation and representation of women in political decision-making using UNSCR 1325. The three-year project entered its second phase last June with a high-level mission to Southern Sudan headed by former President of Tanzania Benjamin Mkapa.

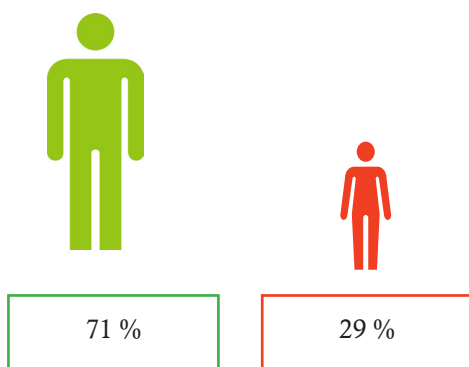
Civil Society Monitoring of UNSCR 1325

Through its "In-country Civil Society Monitoring of UNSCR 1325" project, the Global Network of Women Peacebuilders (GNWP), a program partner of the Civil society Action Network (ICAN) contributes to build the capacity of women's organizations around the world to monitor policy implementation at the national level, in particular monitoring the implementation of UNSCR 1325 from the perspective of women's groups and civil society. The project uses a set of 16 indicators developed by GNWP members in 2010 during the first phase of the project. The findings and recommendations of 2011 In-country Civil Society Monitoring of UNSCR 1325 were presented at a panel discussion held at the Mission of Canada to the United Nations on 27 October 2011.

Upcoming Event and Training

7 May - 25 May 2012

Stockholm, Sweden. *Advanced International Training Programme on UNSCR 1325* The Swedish International Development Cooperation Agency (SIDA) offers this training to senior and middle level positions in Government, civil society and private sector working with human rights and women's rights in the security sector. The countries targeted are Colombia, the Democratic Republic of Congo, Georgia, Liberia and South Sudan. The training's objectives are enhancing women's influence in peace agreements and peace-building, increasing the recognition of the special needs of women in peace processes, and providing know-how on implementing UNSCR 1325.



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 30 per cent in June 2011 and 29 per cent in March 2011.

¹ S3+, P5+, Heads and Deputy Heads in Field Operations, Institutions and the Secretariat.

² Data as of November 2011.

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