



The Gender Monitor



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Message from the Secretary General

It is my pleasure to introduce this first issue of *The Gender Monitor*, an e-newsletter. In it, you will find, not only a comprehensive overview of gender-related updates from within the OSCE, but also resources and news on events taking place throughout the OSCE region. It places a special focus on the accomplishments of OSCE field operations and their concrete efforts in implementing the 2004 Action Plan on Gender Equality.

Also featured is an article on the events marking International Women's Day on 8 March. Since its inception, International Women's Day has become a day of celebration across the globe. As we honour the achievements of women throughout history, we must also keep in mind that their unequal representation in politics and the economy in many parts of the OSCE area is still a reality, as are gender discrimination and violence against women.

Throughout the OSCE community, we should take this occasion to rededicate ourselves to the goal of closing the gender gap and to ensuring that women's experiences are included alongside those of men in all OSCE policies and programmes.

I commend the efforts of the Gender Section to create this newsletter. It is my hope that this publication will serve as a means of highlighting and recognizing the successes of those working to promote gender issues throughout the Organization, and as a tool to promote the exchange of best practices - increasing the visibility and sharing of ideas between field operations, the Secretariat and the OSCE institutions.



Marc Perrin de Brichambaut,
OSCE Secretary General

A look at International Women's Day



Taking place on March 8 every year, International Women's Day is a celebration of the achievements of all women.

The history of International Women's Day dates back to 1910 when a woman named Clara Zetkin proposed the idea of celebrating a women's day in every country around the globe at the Second International Conference of Working Women in Copenhagen. Following this proposal, the first International Women's Day was celebrated in Austria, Denmark, Germany and Switzerland on March 19th, 1911 (the date would later be changed to March 8). On 25 March, 1911, a New York City fire claimed the lives of 146 garment workers, most of them female Italian and Jewish immigrants. The Triangle Shirtwaist Factory Fire, as it was later named, drew global attention to the often horrific working conditions that women face, and became a significant focus of the events surrounding International Women's Day.

March 8th was cemented as International Women's Day when women across Europe held peace rallies in 1913 on the eve of World War I. The holiday was celebrated until the end of the 1920s but was revitalized with the rise of the feminist movement in the 1960s.

On March 8, 1968 International Women's Day was declared a non-working day in the USSR. Currently, International Women's Day is an official holiday in Armenia, the Russian Federation, Azerbaijan, Belarus, Bulgaria, Kazakhstan, Kyrgyzstan, FYRoM, Moldova, Tajikistan, Ukraine and Uzbekistan, and is widely celebrated in other countries throughout the world. At the dawning of a new decade, the world for women certainly looks brighter than before. Women's participation is increasing in practically every social and economic sphere and gender equality has become the focus of many NGOs and international organizations. However, despite many important steps forward, we still have a very long path ahead. The unfortunate reality is that women's representation in the global economy and politics is far below that of men, women are not paid equally to their male counterparts, women's health and access to resources lingers on the periphery of the global agenda and domestic and sexual violence remain a very real problem for millions of women around the world, regardless of race, religion or nationality.

Here, at the OSCE, in honor of all those women so important to each of us, we should all, both men and women, recommit ourselves to the goal of gender equality – make everyday International Women's Day!







osce.org/gender

From the Field ...

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

OSCE Centre in Ashgabat

Gender issues, although most commonly viewed in the context of the human dimension, are integral to the efficiency and sustainability of work in all three dimensions. Agriculture, in particular, is an area where the inclusion of a gender perspective has been shown to have tangible results.

In Turkmenistan, a country heavily reliant on agriculture (it is the world's tenth largest producer of cotton), the OSCE Centre in Ashgabat held a workshop on farm business management focusing on the training of women farmers. The women who took part serve as managers and decision-makers, issuing credit to members of the Voluntary Farmers Association.

Building on the expertise of these women, the workshop provided them with lessons on the fundamental basics of bookkeeping and accounting. The workshop also acted as a platform on which to share information and best practices on farm microcredit management in other OSCE participating states.

Contact person: Valeriu Chiveri, Gender Focal Point and Project Co-ordinator, OSCE Centre in Ashgabat.

OSCE Centre in Bishkek

Domestic and sexual violence is a tragic reality for many women throughout the OSCE region. Many States have adopted laws and altered their judicial systems to more effectively combat this horrible trend. However, combating violence against women is a difficult task that requires efforts that go beyond legal amendments.

The OSCE Centre in Bishkek, supported the creation of a project "Kyrgyz Police Fight Against Domestic Violence". This recently completed project focused on increasing the capacity of police officers in Kyrgyzstan to effectively tackle the many forms of violence against women. The project, which took place between April and October of 2009, included a comprehensive training course on assistance to victims of domestic violence and an international conference. The police training course curriculum on domestic violence was updated to include a more prominent gender perspective in order to ensure the sustainability of the overall project.

Project co-ordinator was the public foundation, Center for Research of Democratic Processes.

Contact person: Jumagiul Esenalieva, Gender Focal Point and Senior Programme Assistant, OSCE Centre in Bishkek.

OSCE Mission to Moldova

The education and encouragement of girls is the key to the empowerment of women. In the summer of 2008 and 2009 the OSCE Mission to Moldova financed the project "Empowering Young Women Through Leadership Development Summer Camps". This project is an excellent example of the effect that early education can have on the ability of women to contribute to politics and to the economy later on.

The goal was to educate young Moldovan women on how to become successful individuals by increasing their leadership skills, self-esteem, confidence and knowledge of educational and economic opportunities and resources. As part of a comprehensive programme, the summer camp also offered extra-curricular activities including classes in self-defence, English language, team sports and art.

By the end of the programme, the attitudes of the participants had completely changed. The young girls began referring to themselves as "leaders" and most left the camp with enthusiasm and plans for their career development and life goals.

Contact person: Eugenia Benigni, Gender Focal Point and Anti-trafficking and Gender Officer, OSCE Mission to Moldova.



OSCE Spillover Monitor Mission to Skopje

Women's participation in elections is crucial to ensuring that their voices are heard and their needs and views are included in the political agenda. Often, there are many barriers preventing women from voting, such as access to transportation and lack of child care. Often, because election advertising typically targets men, women are uninformed about voting procedures and candidate platforms. The OSCE Spillover Monitor Mission to Skopje recognized this fact, and prior to the 2009 local and presidential elections in the FYRoM, it produced a TV spot encouraging women to vote.

The TV spot was designed to have maximum impact and to start a public discourse on the position of women. The overall concept, which tackled family voting, an irregularity widely observed during the 2008 parliamentary elections, was extremely successful and the ultimate objective – to generate public discourse – was achieved. National TV stations invited the OSCE Mission to talk about the gender aspect of the electoral process, while others gave free airtime for the spot. The spot can be seen on the website of the OSCE Spillover Monitor Mission to Skopje (<http://www.osce.org/item/36846.html>).

Contact person: Hanna Sands, Gender Focal Point and Chief of Monitoring Unit, OSCE Monitor Mission to Skopje.

OSCE Project Co-ordinator in Uzbekistan

Civil society has a vital role to play in designing, implementing and reviewing environmental projects across the globe. To facilitate the greater involvement of civil society representatives in governmental projects, the OSCE Project Co-ordinator in Uzbekistan brought them together with members of the State Nature Protection Committee of the Republic of Uzbekistan to co-operate on a project on environmental monitoring in Tashkent Oblast.

While the main focus of the project was an environmental impact assessment, the project also served as a framework in which to develop further co-operation methods between the State and civil society. Effective co-operation with civil society, however, requires the inclusion of a gender perspective. Women make up at least half of any society, and since most projects, especially those focusing on environment, have a different impact on women and men, the experiences and needs of both groups must be taken into account. Right from the beginning, the Tashkent Oblast project integrated a gender approach. The working group, established in the framework of the project, reflected a balance of men and women participants and the methods by which data was collected from opinion polls, ensured that data was disaggregated by sex.

Contact person: Lola Maksudova, Gender Focal Point and Project Officer, OSCE Project Co-ordinator in Uzbekistan.

SPOTLIGHT ON...

OSCE PRESENCE IN ALBANIA

Starting in August 2009, a new project was initiated in the Peshkopia region to increase women's access to the labour market through job placement as well as to increase access to the trade market by raising their capacity to market agricultural and traditional products. The objective has been to promote economic empowerment among women, allowing their integration into economic and social life. Specific goals include strengthening the institutional capacities of the existing local structures offering services to women, establishing partnerships among local institutions and stakeholders, initiating entrepreneurship training and micro-lending and establishing new women-run businesses.

So far the programme has been extremely effective: Established partnerships between local institutions and stakeholders have created sustainable structures to better target services for women and business advisory services and access to micro-loans were provided to 40 women in the northern regions of the country.

LESSONS LEARNT

- The involvement of stakeholders is crucial in guaranteeing their commitment to project implementation;
- The public-private partnerships developed under the project have been important in the implementation of other projects;
- The role of the media is important in increasing awareness of women's economic situation, and thus, promoting support for the project;
- Micro-lending is an effective means to promote women's entrepreneurship and establish sustainable small business initiatives.

Contact person: Darcie Nielson, Head of Governance, Economy and Environment, OSCE Presence in Albania.



Highlights

Visiting Consultant from the Institute of Inclusive Security conducts gender assessment

The Gender Section is committed to developing the capacity of the OSCE to apply a gender perspective in all areas of activity. A particular focus is the politico-military dimension. To further efforts to mainstream gender in this dimension, the Gender Section, in a joint initiative with the Institute for Inclusive Security, acquired the assistance of Jacqueline O'Neill, Lead Advocacy Co-ordinator.

The objective of the exercise was to suggest potential activities to promote, practically and efficiently, gender mainstreaming efforts in all six areas of the politico-military dimension (arms control, border management, combating terrorism, conflict prevention, military reform and policing). Her assessment was based primarily on interviews with staff members in the OSCE Secretariat and in the field, conducted with Gender Officer Stefan Steyaert.

An integral part of the assessment included visits to the OSCE Centre in Bishkek and the OSCE Spillover Monitor Mission to Skopje. Ms. O'Neill met about 90 staff

members in total. She identified an acute need for increased awareness throughout the OSCE about the specific operational benefits derived from mainstreaming gender. Noting that awareness-raising alone is not sufficient, she advised supporting the development of specific skills needed to mainstream gender effectively.

As a direct result of this initiative, the Gender Section plans to develop an online coaching module for staff members working in the first dimension. This online resource will be easily accessible and highly customized to meet the needs of staff in arms control, border management, policing and related fields.

OSCE Gender Adviser visits Armenia

The OSCE Senior Adviser on Gender Issues, Jamila Seftaoui and Freya von Groote, Adviser on Gender Issues, visited the OSCE Office in Yerevan in late September 2009 to support the opening of several resource centers' in southern Armenia as well as discuss priorities for achieving women's economic empowerment in the country. The opening of the two centres in the towns of Kapan and Goris is an important step towards supporting women's active participation in the region's social, economic and political life. The two centres and a similar one in Meghri were established by women's rights activists with the support of the OSCE Office in Yerevan. Ms. Seftaoui also discussed outstanding priorities to achieve gender equality in the country with Armenian officials. She also held working

sessions with representatives of women NGOs, international organizations and several gender experts.

Since then, the resource centers' have continued to thrive. Women from the three centres came together in December to organize a Christmas market where they sold local produce and arts and crafts. The market was a great success and drew attention to the issue of the Armenian diaspora. As a result of the visit, the OSCE Office in Yerevan is currently supporting regular co-ordination between the centres and governmental and small and medium enterprise (SME) promotion agencies. In addition, the Gender Section will support the Office in Yerevan in the establishment of a gender strategy for the police programme.

The Gender Section has also identified women's increased participation in the economy as a priority area for 2010 and is

currently working on organizing a strategic workshop, bringing together women entrepreneurs, policymakers and international experts.

The goal is to produce a compilation of good practices in the promotion of women's entrepreneurship, which will be widely disseminated.



Women in the Crossfire: Round table discussion on gender and security

On October 28, the UK Chairmanship of the Forum for Security Co-operation, along with the Gender Section, organized a roundtable meeting on the inclusion of a gender perspective in conflict resolution and disarmament strategies. The discussion was moderated by Ambassador Ian Cliff, Head of the UK Delegation to the OSCE. The participants, including representatives from several of the 56 OSCE participating States and other international

organizations, shared their experiences in the field implementation of UN Security Council Resolution 1325.

Featured, were two speakers, Vanessa Farr, Senior Adviser on Gender Issues for the UNDP programme and Sarah Masters, Network Coordinator for the International Action Network on Small Arms (IANSA). Ms. Farr is an expert on disarmament, demobilization and reintegration (DDR) and the gendered impact of small arms and light weapons. She has worked in conflict-affected countries worldwide and served as a trainer and consultant for DDR-authorities and peacekeepers. Ms. Masters is responsible for the production of policy and information materials on topics related

to women, gender and small arms. She also provides advice, publicity and material support for IANSA member advocacy work. Both experts presented their analysis of UN SCR 1325, linking it to the OSCE's mission and mandate.

Given the success of this second round table on gender and security, the Gender Section will continue to closely work with the Forum for Security Co-operation under the respective Chairmanships and the Security Committee, chaired by Germany, to organize round table events on the incorporation of a gender perspective in the first dimension.



Recommended Reading

World Survey on the Role of Women in Development

The *World Survey on the Role of Women in Development*, presented to the Second Committee of the UN General Assembly earlier this year, focuses on women's control over economic resources and access to financial resources, including microfinance. The survey finds that the development of economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole. The survey identifies the lack of legal provisions guaranteeing economic rights of women and religious or customary laws that discriminate against women regarding inheritance of family property among the main barriers to women's economic empowerment and major factors in women's vulnerability to poverty.

Discrimination against women in the labour market and lack of adequate access to education, training and technology are also major obstacles to women's economic empowerment. Women's limited access to decision-making in policy making bodies can lead to formulation of policies and strategies that are not gender sensitive and can exacerbate women's unequal access to economic opportunities. The *World Survey* also explores the types of policies and programmes that are conducive to women's economic empowerment such as official development assistance (ODA) and microfinance.

The full text of the report can be found [here](#).

In the news...

Click on the links below for information on recent gender related news. Updates include case studies on the role men play in changing attitudes towards women, awareness-raising campaigns, Spain's pledge to promote gender issues in the EU agenda and the creation of a new UN agency dedicated to the promotion of women's rights.

- [UN to establish new women's rights agency](#) UN News Centre
- [UNiTE: A global call for action on ending violence against women](#) UNIFEM
- [Rashida Manjoo is named UN Special Rapporteur on violence against women](#) UN News Centre
- [Portugal signs National Action Plan on Women, Peace and Security](#) INSTRAW
- [30th Anniversary of CEDAW](#) UNIFEM
- [The world celebrates the International Day for Eliminating Violence Against Women](#) UNFPA
- [New studies show how partnering with men can stop violence against women](#) UNFPA
- [Gender Equality a priority for the Spanish EU Presidency](#) BBC News

Resources

- [Women in National Parliaments](#)
Data on the participation rates of women in politics worldwide and by region.
- [UNIFEM Virtual Knowledge Centre to End Violence Against Women and Girls](#)
Provides tools and resources for the development of a strategy for effectively combating violence against women.
- [Corporate Human Rights Impact Assessment Tools](#)
Guidelines for businesses on how to evaluate the human rights impact of their activities in a globalized world.
- [Gender Equity Index 2009](#)
Presents global and regional data on the status of the gender gap using a unique variety of media.
- [The UN Secretary-General's database on violence against women](#)
Information by country on frameworks to combat violence against women, including a compilation of best practices.
- [The Global Gender Gap Report \(2009\)](#)
Examines the disparity between men and women in 134 countries by economics, education, politics and health.
- [The OSCE Toolbox for the Promotion of Gender Equality](#)
Summary of international instruments, OSCE documents and tools that provide the framework for gender-related activities.
- [The Gender Section Fact Sheet](#)
An overview of the OSCE's efforts towards the achievement of gender equality.



Events and Trainings

March 25, Madrid. Seminar presented by the Spanish Presidency of the EU on the "Application of the Gender Criteria in the ESDP field. Implementation of Resolution 1325/2000 of the United Nations".

June 7-11, Stockholm. Genderforce Course for Gender Field Advisors presented by the Swedish Armed Forces. An application form can be found at www.mil.se/swedint

June 14, Vienna. 2010 High-level Tripartite Meeting between the OSCE, UN and Council of Europe on Gender and Security presented by the OSCE.

June 21-24, Stockholm. 6th International Lessons Learned Conference presented by the Swedish Armed Forces. www.folkebernadotteacademy.se

July 19-23, Ottawa. International Gender Training Workshop presented by Gender Equality Incorporated and Mosaic International. www.mosaic-net-intl.ca/gender.shtml



72%



28%

Each issue of the Gender Monitor will provide current data on women's share of higher management positions¹ within the OSCE executive structures. Women currently occupy 28 per cent² of these positions, as compared to 24 per cent in May 2009 and 19 per cent in May 2008.

¹ S3+, P5+, Heads and Deputy Heads of Field Operations, Intuitions and the Secretariat.

² Data as of 01 March 2010.

Send us your comments

We thank you in advance for your feedback and hope to receive your contributions regularly. Please do not hesitate to let us know what kind of information you would wish to see in future issues.

For subscriptions and other information regarding the e-newsletter, contact equality@osce.org

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