



# The Gender Monitor



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In the OSCE as in other international organizations, successful efforts to integrate a gender perspective into policies, projects and activities require action by all stakeholders. Gender equality is not a “women’s issue.” It involves and benefits women and girls, men and boys.

In reality, men have much to gain from gender equality. Gender inequalities impact on society as a whole. Numerous studies have shown the potential contributions that gender-sensitive policies bring to countries’ growth, stability and prosperity. It is crucial that both men and women take joint responsibility for efforts towards gender equality.

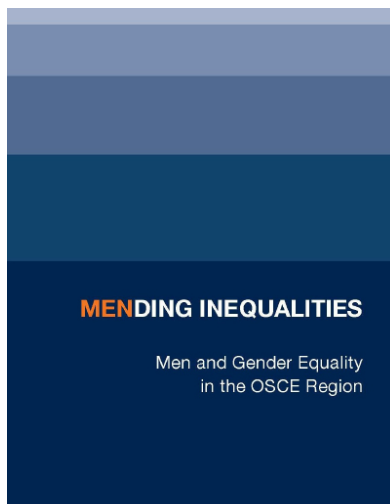
The 48th session of the Commission on the Status of Women acknowledged that “men and boys, while some themselves face discriminatory barriers and practices, can and do make contributions to gender equality in their many capacities, including as individuals, members of families, social groups and communities, and in all spheres of society.” Their efforts to promote a more gender equitable society carry great potential in effecting change on all levels.

In this issue of The Gender Monitor, you will find information on promising initiatives, projects, events and publications aimed at involving men and boys in advancing gender equality. These resources are meant to serve as examples of good practices to the executive structures and participating States. Without shifts in attitudes and actions by both men and women, progress towards achieving gender equality in the OSCE will remain an uphill struggle.

Lamberto Zannier  
OSCE Secretary General



## Mending Inequalities



OSCE Organization for Security and Co-operation in Europe

In the OSCE participating States, a number of advancements have been made in support of gender equality and greater public consciousness about gender-related issues. But efforts without the full inclusion and participation of men and boys will remain only partially successful.

Published in June 2011 by the Gender Section, the resource *Mending Inequalities: Men and Gender Equality in the OSCE Region* has been

designed to serve as a reference tool on the participation of men and boys in gender equality in the OSCE region. It invites reflection upon the many positive roles that men and boys can and do contribute to bridging gender inequities.

In the publication, a framework of the Organization's approach to gender equality is laid out, identifying areas in which the enhanced participation of men and boys is crucial to furthering gender mainstreaming efforts. The conceptualization of masculinities is discussed, describing the predominant behavioural expectations placed upon men across cultures. The publication addresses the structural and personal barriers that must be overcome in order to improve and further men's engagement in gender equality and to provide efforts with greater momentum, support, and success.

Included in the paper are numerous examples of effective good practices that involve men in the efforts toward gender equality. Some involve reshaping prevailing notions of masculine behaviour, while others focus on active support and monitoring efforts as regards gender mainstreaming and equality. The specific practices and programmes described cover a wide range of contexts and settings, including governance and political leadership; mass media; fatherhood, childcare and work-life balance; workplace diversity, professional leadership and pay gaps; health; and security and conflict.

The publication identifies easily achievable first steps, such as reconsidering the "target audiences" of some programmes and further supporting projects focusing on issues that speak to men and boys, such as fatherhood or health. Another entry point noted for greater male engagement is to identify men who are already allies and activate them to serve as agents of change.

It is acknowledged that there are many examples within the OSCE region of men being active in initiatives to raise awareness of issues that impact both men and women, such as combating violence against women. As expressed in *Mending Inequalities*, further commitments towards fostering active par-

ticipation of men will greatly enhance the success and sustainability of gender mainstreaming efforts.

A PDF version of *Mending Inequalities* [can be found here](#).

### Promising Initiatives

A sampling of some of the initiatives described in *Mending Inequalities*:

**The Strength Campaign** – This U.S.-based initiative targets young men, through visual media and school-based clubs, to educate on how to intervene when peers engage in gender-based harassment. The initiative encourages men to value alternative visions of masculinity and male strength.

**Gender Equality Barometer** – Carried out every four years to monitor the attitudes of men and women in Finland towards gender equality, this country-wide survey serves as a powerful long-term tool for the arenas of politics, working life, family dynamics and sexuality.

**Papa Schools** – These informal educational projects support men in gaining a deeper understanding of the various aspects of fatherhood, framing it as a not only a duty but a pleasure and source of pride and strength. Based on a model that has been in practice in Sweden for the last 20 years, similar projects have been more recently established in Belarus, Poland, Russia and Ukraine.

**Youth, Gender and Career** – Led by the Danish Research Centre on Gender Equality, this project set out to address career blindness and raise awareness among school advisor and teachers of the gender dimension of career choices. The effort also sought to make an impact on policy change through gender mainstreaming in the Danish career guidance system.

**White Ribbon Campaign** – In 1991, a contingent of men in Canada decided to take public action against violence towards women and girls, claiming a public responsibility to urge men to speak out against such harmful behaviour. With six weeks of preparation, this group got 100,000 men in the country to wear white ribbons—thenceforth symbolizing a pledge never to commit, condone or be complicit to VAW—as well as take part in related discussions and debate.

Thus began the White Ribbon Campaign (WRC), which is now the largest effort in the world of men working to end violence against women. WRC has a presence in over 20 OSCE participating States and involves campaigns led by both men and women to reach out to boys and men. It is a decentralized effort, with its many entities taking various forms across the globe, following the reasoning that the great diversity of opinion and culture will require specialised efforts to most effectively reach men and boys in the community. Overall, the WRC maintains the common focus of ending VAW in all its forms. Means of accomplishing this involve educating youth; raising public awareness; and working in partnership with women's organizations, the corporate sector and media.



# 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 Centre in Bishkek



Empowering local officials with knowledge on gender mainstreaming in programming and budgeting of town and village administrations as well as in local councils was among the priorities of the work Centre in Bishkek on gender equality in 2010. Through its Osh Field Office, the Centre engaged local officials in a series of trainings on how to reflect a gender perspective in planning and implementation. The activities were part of a project supporting the National Action-Plan on achieving gender equality in the Kyrgyz Republic (2008-2011).

Within the framework of the project, a manual on gender analysis and budgeting was developed in Kyrgyz and Russian languages and tested in Kadamjay/Orozbekov town council deputies (Batken province), Kyzyl-Tuu village and Kochkor-Ata town (Jalal-Abad province), as well as in Uzgen

town and Kashkar-Kyshtak village.

The project also produced a survey on the implementation of gender legislation in six selected self-governing bodies; a comprehensive review of adopted normative / legal acts; and reports on the activities of self-governing bodies in the sphere of gender equality. Recommendations by the beneficiaries both at province and at national level were collected and presented at national level. The Centre anticipates numerous follow-up activities to be carried out throughout 2011, assessing the endorsement of gender principles into local programming.

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

## OSCE Mission in Kosovo



The Mission is committed to promoting the representation of women in political life, especially through the Assembly of Kosovo. Towards this, the Mission has provided continuous technical support to the informal women caucus in the Assembly. On 30 May, Deputy Head of Mission Edward P. Joseph met with the chairperson and several members of the women's caucus, to discuss the importance of gender representation and to report that the Mission would continue to support the caucus to ensure consideration of women's interests in the Assembly. A future meeting between the caucus chairperson and the Mission's election division was proposed, to discuss possible cooperation.

The Mission strives to apply a gender sensitive approach in implementing capacity-building projects for civil servants. In this regard, the Mission has organised a range of training sessions on gender equality and gender mainstreaming in legislation to targeted central- and municipal level legal officers. The sessions were delivered as part of human rights and rule of

law training to civil servants in Kosovo. The majority of participants were male. The trainings are aimed at increasing the understanding of gender equality concepts, and to draw attention on the importance of assessing the different impacts which legislation might have on men and women. The Mission will continue to incorporate gender aspects in all its human rights and rule of law training for civil servants involved in the legal drafting process.

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



## Spotlight on...

### OSCE Office in Tajikistan



The OSCE Office in Tajikistan reports a number of activities in advancement of gender equality. The Women's Resource Centre in the south-eastern part of Tajikistan continues to carry out a wide range of activities in working with both men and women against domestic violence. Some of the activities carried out by this Women's Resource Centre include role-plays, in which domestic violence can be discussed freely. By participating in these workshops, young people gain a deeper understanding of violence and its implications. The Women's Resource Centre reports a change in some of the mindsets among young people who have attended these sessions.

The Women's Shelter Gulruhsor provides several types of services to vulnerable women, such as psychological and legal consultations and rehabilitation programs. Consultations are provided individually for women and their family members including husbands, mothers-in-law, parents and siblings. So called "family consultations" are aimed at changing attitudes of the most common perpetrators of violence: husbands, brothers or in-laws. This helps create mutual understanding and respect in a family. Often fathers or husbands self-refer to the Women's Shelter, requesting assistance for a daughter or wife to overcome a psychological crisis. In the period 1.01.2011 to 15.06.11 a total of 12 male relatives of the shelter's clients have been provided individual psychological counselling and 11 men participated in family consultations.

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

### OSCE Presence in Albania



The three-year project entitled "Enhancing Women's Role in Governance", focusing on increasing women's participation in public and political life throughout Albania, began in December 2008. The project is funded by the Swedish International Development and Co-operation Agency and the Embassy of the Kingdom of the Netherlands. It is implemented by OSCE Presence in Albania, in co-operation with the Government, the Assembly and other partners.

The main components of the project include awareness raising efforts on gender equality in public and political life; capacity building of women to take proactive roles in public and political life; and gender mainstreaming within national and local policies.

Some 1000 men and women participated in the leadership and advocacy forums and gender mainstreaming training as well as regional horizontal and vertical meetings for the task forces of the National Platform for Women, which was established within the framework of the project. Local government, public administration, the education and health sectors and representatives of NGOs were encouraged to express their ideas and experience on leadership and advocacy. Male participants of these activities gained a better understanding of gender equality, challenging gender stereotypes and gender related issues with regards to public life and governance, community and family life. In the course of the project, participants grew and developed as professionals as well as in their personal life by becoming more secure, persistent and willing to raise and discuss issues as equals.

*Contact Person: Elvana Lula, National Civil Society and Gender Officer, OSCE Presence in Albania*



# Highlights

## Astana Discussion on Equal Opportunities for Women



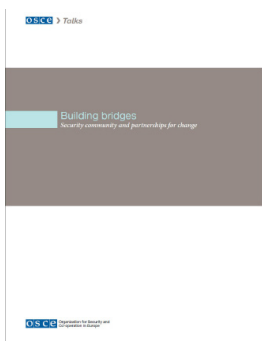
On 26 May, the OSCE Centre in Astana held a meeting on Kazakhstan's efforts toward eliminating discrimination against women. The event—co-organized with UN Women, the National Commission on Women and Family Demographic Policy and the parliament of Kazakhstan—brought together approximately 100 government officials and representatives of non-governmental and international organizations.

The event centred around a draft report on the implementation of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). Specific topics discussed as part of Kazakhstan's commitment to ending gender-based discrimination were wide-ranging and included: gender education; lawyer and judge training; work done towards prevention of human trafficking; gender perspective in state elections; and rural women's access to credit and health services.

Particular attention was given to the potential for partnerships and collaborations. As Jeannette Kloetzer, Deputy Head of the OSCE Centre in Astana, noted, "Civil society and government agencies should continue to strengthen their partnerships through the sharing of information on facts, progress and needs. Broader participation is key to ensuring women's rights in practice and to prevent discrimination, domestic violence and trafficking."

Contact person: Andrew Offenbacher, Political Officer, OSCE Centre in Astana

## Building Bridges for Change



Stronger and more solid partnerships for security: this was among the chief goals of a seminar held at the Institute of International Relations and Political Science, Vilnius University. The event was the second in the OSCE Talks series, which focuses on the gathering and collaboration of leading experts to enrich policy considerations and to further the engagement of youth in discussion on current security challenges.

The theme of this event, "Building bridges: security community and partnerships for change" touched upon multi-track diplomacy, allowing participants to discuss the role of civil society, women and media in peace building and conflict resolution. Opening addresses were given by OSCE Chairperson-in-Office Audronius

Azubalis and former OSCE Secretary General Marc Perrin de Brichambaut. H.E. President Valdas Adamkus provided the keynote address.

Jamila Seftaoui, OSCE Senior Adviser on Gender Issues, gave a presentation entitled "Beyond fairness: the role of women in building security". In it, Seftaoui outlined the linkages between women and security as well as the observed societal benefits of women's increased participation. Analyzing known examples such as the role of women in the Northern Ireland's Good Friday peace agreement and other existing innovative and practical ideas, the presentation illustrated the vast potential that women possess as regards conflict and security. OSCE Ministerial Council Decisions 14/04; 14/05; 15/05; and 07/09 were highlighted as examples of existing frameworks in which the OSCE has committed to the protection and involvement of women in various security matters.

The presentations of the seminar were synthesized and compiled into a publication of the same name. The pdf version can be found [here](#).

## ODHIR Workshop on NHRIs and Gender

In late March, OSCE Gender Officer Hanna Sands attended a workshop in Prague focusing on the role of National Human Rights Institutions (NHRIs) in promoting gender equality and women's rights at the international level. The workshop provided an opportunity for 17 national human rights institutions from across the OSCE region to discuss their structures, mandates, and practices in promoting gender equality and women's rights.

The two-day programme, organized by the Office for Democratic Institutions and Human Rights (ODHIR), provided a valuable overview of key areas in which NHRIs are poised to enhance gender mainstreaming efforts. Potential initiatives include awareness raising; assisting individuals to file complaints; advocacy for

the enactment of enabling legislation; monitoring compliance with applicable measures; and publicity geared towards educating the public on procedures of treaty bodies.

Presenters for the event included representatives from such institutions as the Office of the High Commissioner for Human Rights (OHCHR) and the Office of the Equal Opportunities Ombudsman in Lithuania. Participants included numerous experts in human rights, gender, and law.

Building on data gathered through a survey, as well as the recommendations made at this workshop, ODHIR will complete a comparative review of the national human rights institutions and their gender-equality practices, to be published later this year.



# Highlights

## Women into the Network and Social Asset Building



Women's business associations (WBAs) are frequently identified as key elements in the process of strengthening women's economic growth. One such initiative, Women into the Network, has shown tremendous success since its inception in 1999. Based in Northeast England, the award-winning organization's stated aim is to be "dedicated to supporting, connecting and promoting women in business." Women into the Network (WIN) utilizes an inclusive framework of tapping into men and women's business and contacts; in addition to targeted events for women, WIN provides opportunities and environments for women and men to network in a meaningful way.

Social asset building is critical for successful women's entrepreneurship. WIN is based on the premise of developing women's social capital in order to develop their businesses. And yet, WIN does not look only to women as the sole actors and stakeholders. Operating in a mixed market place, WIN finds that it is important that women are able to benefit from networking opportunities that involve both women-only events and events for men and women to network together. Research has highlighted that some women prefer to develop their confidence in women only networks which offer 'rehearsal space' for joining mixed networks. Networking related support encourages and helps women to build contacts and confidence. There are specific women-only events from which women say they benefit considerably. However, attendance of numerous events is available to anybody—male or female—who feels they can contribute to or benefit from the Network's services. "Based on social asset building there are different types of social assets, and sometime men and women need to meet people from different sectors and different businesses. Men often tell us that it is the most beneficial network that they have joined!" explains Dinah Bennett, founder of WIN and director of the International Centre for Entrepreneurship.

The success of such a network is being replicated in other parts of the world, as well. As Bennett notes, "the WIN model is continuously being developed on a wider scale – for example in Ireland, South Africa, Libya and Slovenia – because it is a sensible partnership model which is proven to work." For this reason, WIN is partnering to launch a global network in September 2011 –[www.GlobalNetworking-Women.com](http://www.GlobalNetworking-Women.com) –to increase the reach of the concept. Like WIN, these burgeoning initiatives will provide examples of how organizations serving women can incorporate inclusive measures to ensure the development of equitable practices and participation in business.

Dinah Bennett served as a keynote speaker at the March 2011 conference "Women's Entrepreneurship in the OSCE Region". For contacts, go to <http://www.consult-ice.com>. Further information about WIN, Ltd. can be found at <http://www.womenintothetnetwork.co.uk/>

\*Image source: <http://www.networkingwomen.co.uk>

## A Father, A Partner: Men in Families

Definitions and expectations of women—in both their private and professional lives—have been evolving extensively for some time. Naturally, a complementary shift in the role of men is also taking place, albeit in different methods and venues. Along with changing definitions and expectations of men in a domestic context, a growing number resources and support mechanisms have been made available for those in families and relationships.

The publication *Men and Fatherhood: New Forms of Masculinity in Europe* (2005) explores in depth the concept of hegemonic and hybrid masculinities, putting into context the prevailing socially constructed ideas of fatherhood. It also extensively discusses models of "new fatherhood," which highlights the notion of fathers actively participating in family life and childcare. As the book notes, "To transform the notion of fatherhood in Europe, it is necessary to concentrate on the benefits of nurturing fathers for children, fathers themselves and gender equality."

Paternity leave is another concept gaining traction in modern society, with some communities exploring and enacting logistical arrangements for providing men with leave similar to that afforded to many new mothers. The books *Men on Parental Leave* and *Men Do It! Stories of Fathers on Parental Leave* present anecdotal information from fathers in various countries and family arrangements. The stories highlight some of the challenges and, more importantly, changed attitudes and personal successes that these men experience.

Websites like DadsSpace.com provide practical, everyday parenting advice, tailored for fathers in particular. *Dads' Space* provides further support for men that are separated from their children due to extenuating circumstances: this service, *Dads' Space 1-2-1*, encourages fathers to improve their relationship with their children, enabling children to stay in regular contact with their parent in difficult situations.

Resources like the aforementioned are of great benefit to not only fathers but also men and women in general, as well as boys and girls. Just as the benefits of women's empowerment must be understood by all actors in society, so too must understanding of men's familial role be rendered crucial for greater gender equality.



## News in Brief

Bitesize updates on recent gender news

### Council of Europe Adopts Landmark New Convention on VAW

May 11, 2011 saw the ratification of the Council of Europe's new Convention on preventing and combating violence against women. Thirteen countries signed the Convention, which outlines the new legal framework to protect women from violence. Among numerous goals, the agreement seeks to "contribute to the elimination of all forms of discrimination against women and promote substantive equality between women and men, including by empowering women."

### International Girls in ICT Day established

Efforts to attract young women into the field of information and communications technologies (ICTs) has led to the newly established Girls in ICT Day. The occasion will be observed every year on the fourth Thursday of April, in order to promote the empowerment of women through the use of ICTs. It is the result of a resolution adopted at the 2010 Plenipotentiary Conference of the International Telecommunications Union (ITU). "Leveraging the power of ICTs to improve the livelihood of women worldwide has the power to dramatically accelerate progress towards achieving Millennium Development Goal 3 on gender equality by the target date of 2015," notes Brahim Sanou of ITU.

### OSCE Departures and Arrivals

June 2011 saw the departure of OSCE Secretary General Marc Perrin de Brichambaut, capping a successful six-year tenure heading the organization. He is succeeded by Lamberto Zannier, a diplomat, former director of the OSCE Conflict Prevention Centre, and former UN Undersecretary-General.

The OSCE also bids farewell to Jamila Seftaoui, Senior Adviser on Gender Issues. She has headed the Gender Section since 2007, spearheading dozens of projects and publications on gender mainstreaming. On 19 July, 2011, Jamila Seftaoui received the Chevalier de l'Ordre national du Mérite from France's Permanent Representative to the OSCE, Ambassador François Alabrune, in recognition of her work in promoting gender equality.



(Pictured: Marc Perrin de Brichambaut (left), Lamberto Zannier, 4 July, 2011)

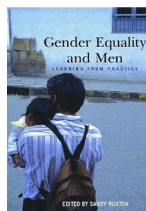
## Recommendations

Continue learning about gender with this selection of informative resources.

### Reading...

#### Gender Equality and Men: Learning from Practice

Sandy Ruxton, Editor  
Oxfam Publishing. ISBN 9780855985141

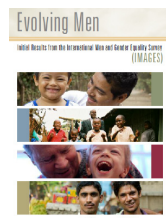


This collection of fourteen articles, originally published in 2004, stems from the similarly named project started by Oxfam in 2002. The project has supported a number of activities aimed at incorporating men in gender mainstreaming efforts.

The publication is based on examples of interventions in five fields within a number of countries: reproductive and sexual health; fatherhood; gender-based violence; livelihoods; and work with young men. Its findings continue to hold relevance and contribute much to understanding the importance of working effectively with men on gender equality issues.

#### Evolving Men: Initial Results from the International Men and Gender Equality Survey

ICRW, Promundo



This report represents an amalgamation of multi-country findings from the International Men and Gender Equality Survey a household questionnaire on a variety of gender-related topics. It presents findings from six countries—Brazil, Chile,

Croatia, India, Mexico and Rwanda—that represent different regions where advocacy efforts to involve men are underway. In addition to the reporting of data, this wide-ranging study provides in-depth and comprehensive analyses. Find further information [here](#).

#### Policy approaches to engaging men and boys in achieving gender equality and health equity

World Health Organization



To be more effective at transforming gender inequalities, efforts to involve men and boys must be prioritized. This publication of the World Health Organization seeks to underscore the importance of using policy approaches to engage men in achieving gender equality. It offers a framework for integrating

men and strengthening such policies, and highlights some successful initiatives addressing men that have advanced gender equality. A helpful guide for policy makers and practitioners, the publication can be accessed [here](#).

#### Men in Families and Family Policy in a Changing World

United Nations



This study, compiled by the UN Department of Economic and Social Affairs, aims to "promote the knowledge of trends affecting families and increase awareness of family issues among Governments as well as in the private sector." Its focus ranges across such topics as men's participation in care work; fatherhood and its changing role in

different cultural contexts; families in the context of labour migration; and the impact of HIV and AIDS on the family. A broad range of individuals can find benefits from this publication, which is available for download [here](#).

## Resources ...

### MenEngage Alliance

MenEngage is a global alliance of over 300 non-governmental organizations that seek to engage men and boys in effective ways to reduce gender inequalities and promote the health and well-being of men, women and children. The site offers member listings, relevant news and event information.

### Working with Men and Boys to Prevent Gender-Based Violence

Toolkit providing readings, case studies, handouts, exercises, and other resources as well as community-building tools.

### World Bank Gender Statistics

A powerful tool providing information on gender-related information at the country level.



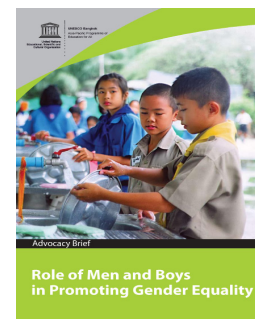
# Recommendations

## Continued...

### Resources ...

#### [Role of Men and Boys in Promoting Gender Equality](#)

Originally published in 2004 by UNESCO Bangkok, this advocacy brief provides clear yet succinct explanation of why an integrated and co-operative social vision is needed to achieve gender equality. The authors identify numerous stakeholders of men's engagement in gender-sensitive measures, including "governments, multilaterals, the private sector, civil society, religious organization, non-governmental organizations, the army and the police, research institutes, community agencies and the media; to name a few."



#### [Men & Masculinities](#)

Men & Masculinities (JMM) is a sociology journal that recounts research being carried out in the field of men's studies. Recent articles include "Masculinity in the Workplace: The Case of Mexican Immigrant Workers" and "Men and Domestic Labor: A Missing Link in the Global Care Chain."

#### [EngagingMen.net](#)

A gender justice information network, managed by Partners for Prevention and supported by MenEngage alliance along with other organizations.

#### [Gender Matters in the OSCE](#) OSCE Gender Section

Gender matters  
in the OSCE



OSCE

While a few tools on gender issues have been developed by various OSCE actors, the CD toolkit, "Gender matters in the OSCE" is the first to provide a comprehensive overview of the meaning and significance of the concept of gender and the method of gender mainstreaming in OSCE activities. The toolkit contains definitions, gender mainstreaming strategies and examples of successful implementation, international practice to promote gender equality and a comprehensive list of gender-based resources including websites, fact sheets and international documents. The toolkit targets OSCE staff and practitioners in participating States. Click [here](#) to access the toolkit.

#### [OSCE GenderBase](#) [genderbase.osce.org](http://genderbase.osce.org)

Developed by the Gender Section, in co-operation with SPMU, ATU, DHR and PPIS and funded by Norway, GenderBase is a roster of female experts in the fields of military and police. In line with recommendations outlined in both UNSCR 1325 and the Secretary General's Annual Evaluation Report on the Implementation of 2004 OSCE Action Plan for the Promotion of Gender Equality, the roster was developed to facilitate the compilation of profiles of qualified women in the fields within the first dimension, where there is a marked gender imbalance. Female experts in the areas of arms control, border management, combating terrorism, conflict prevention, military reform and police are encouraged to register. For more information and to register, click [here](#).





# Upcoming Events and Trainings

## 4 - 5 August

**Singapore.** *Workshop: Masculinities in Asia*

This international workshop seeks to contribute to current understandings of masculinities and, more broadly, gender in Asia (defined as South, East, Southeast, and Central Asia). Experts from across the region will address shared concerns and individual findings, taking part in comparative and interdisciplinary dialogue. The event is jointly organized by the Asia Research Institute and the Faculty of Arts and Social Sciences (Asian Studies Division, Gender Studies Minor Program, and 'Doing Asian Studies' Reading Group) at the National University of Singapore. Click [here](#).

## 29 - 30 September

**Tolledo, Ohio, USA.** *Conference: 8th Annual International Conference Human Trafficking, Prostitution and Sex Work*

This event will bring together researchers and practitioners in an effort to lay the groundwork for future collaborative research, advocacy, and program development. It aims to educate social service, health care, and criminal justice professionals on human trafficking and the needs and risks of those victimized by the commercial sex industry. Click [here](#).

## 27 - 28 October

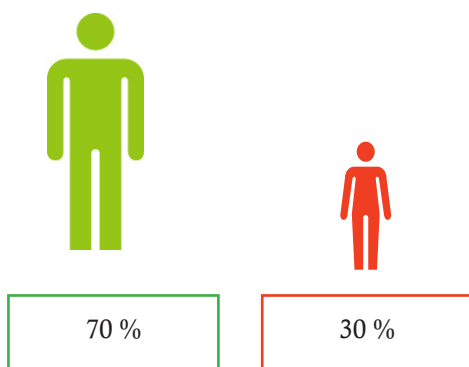
**Sarajevo, BiH.** *Conference: UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE*

The Gender Section intends to organize a two-day conference in Sarajevo from 27 to 28 October 2011, to discuss how to improve the implementation of UNSCR 1325. The conference will bring together experts from the whole of the OSCE region and will invite contributions by international and local organizations such as NATO, country and regional offices of UN Women, EUFOR, EUPM and NGOs, such as, Zene Zenama. Click [here](#).

## 21 Nov.- 2 December

**Turin, Italy.** *Workshop Series: Gender Academy*

This year, the International Training Centre of the ILO will be offering its first edition of the Gender Academy, which is intended as a series of master classes and elective workshops that will provide participants with advanced international knowledge in the field of gender mainstreaming. The Two-week programme will cover a broad range of topics, ranging from gender budgeting and gender-sensitive project design to in-depth coverage of International Conventions as policy tools. Programme offerings will be simultaneously available in English, French and Spanish. For more information and to enrol in the academy, visit: <http://gender.itleo.org/academy/>. Deadline for registration is 30 September.



Each issue of the Gender Monitor provides current data on women's share of higher management positions<sup>1</sup> within the OSCE executive structures. Women currently occupy 30 per cent<sup>2</sup> of these positions, as compared to 29 per cent in March 2011 and 30 per cent in November 2010.

<sup>1</sup> S3+, P5+, Heads and Deputy Heads in Field Operations, Institutions and the Secretariat.

<sup>2</sup> Data as of June 2011

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