



The Gender Monitor



Women as Agents of Change

in Migrant, Minority and Roma and Sinti Communities in the OSCE Area From Standards to Reality

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By
Ambassador Knut Vollebaek, OSCE High Commissioner on National Minorities

Women have a fundamental role in promoting peace and security. Women's initiatives are often among the first civil society entities to reach across ethnic divides and bring people together. This has been the case in the Balkans during the last decade, in places like Mitrovica in Kosovo and in Mostar in Bosnia and Herzegovina. I have seen it more recently in the activities of women trying to prevent a resurgence of ethnic conflict in Kyrgyzstan. UN Security Council Resolution 1325 states that it is essential to increase the representation of women at all decision-making levels in national, regional and international institutions and in mechanisms for the prevention, management and resolution of conflict.

However, we have to admit that there are barriers that prevent women of minority

backgrounds from harnessing their full potential as agents of change. They easily become victims of exclusion. I often note the lack of women around the table when I meet with government officials. Even when I meet with representatives of minority communities, they tend to be mostly men. Projects I have undertaken to address sources of inter-ethnic tension have encountered obstacles when minority women are unable to attend training sessions without their husbands' permission. In situations during or after inter-ethnic conflicts, it is often women who adapt more quickly to changing circumstances and take on additional responsibilities, but for this they do not necessarily get much recognition or reward. I am reminded of the courageous Uzbek women I met in Osh in Kyrgyzstan after the June 2010 violence. Amidst the rubble of their homes, they stayed with their young children to protect their property rights and oversee reconstruction after their husbands had left to avoid further harassment and possible persecution.

In spite of this crucial role that they play, women belonging to national minorities are often among the most marginalized in society. They are at greater

risk of being excluded not only by public authorities but also within their own communities and wider society. The specific situation of women in minority communities may be overlooked both in interventions aimed at national minorities and in policies or programmes focused on women in general. For this reason, they require special attention and measures to promote their role in society and protect them from discrimination.

My experience confirms that the stability of a society as a whole benefits from the fullest possible participation and inclusion of all members – irrespective of ethnic or linguistic identity, country of origin, citizenship or gender. Marginalization of certain groups is not only unfair, it also contributes to tensions that, as we have seen throughout history, can lead to conflict. Any form of discrimination or inequality, including that based on gender, undermines democratic governance and weakens the social fabric. Being tasked with a mandate to provide early warning of ethnic conflict and to take early action to prevent it, I am concerned about the extent to which gender inequalities make societies more vulnerable to other kinds

FROM THE FIELD

- OSCE Mission to Serbia
- OSCE Mission in Kosovo
- OSCE Mission to Bosnia and Herzegovina

RECOMMENDATIONS

- A selection of reports and resources on women from minority communities and other gender-related issues

UPCOMING EVENTS

STATISTICS

of tensions that can threaten stability and security.



A crucial precondition of security is respect for human rights. Minority and migrants' rights, along with women's rights, are part and parcel of human rights and help to ensure that all groups in society can enjoy their rights on an equal footing. The main international and regional minority rights instruments, such as the UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities, the Council of Europe Framework Convention for the Protection of National Minorities, the Copenhagen Document and other OSCE commitments, or the more recent UN Declaration on the Rights of Indigenous Peoples, reflect and are congruent with the fundamental principle of gender equality. States are also responsible for identifying and fighting discrimination within communities.

A fundamental area, which is reflected prominently in UN Security Council Resolution 1325, is participation in public life. Addressing barriers to inclusive public participation, including the participation of those who are doubly vulnerable, such as minority women, is essential to building stable and democratic societies. It is a basic principle of good governance that people should be consulted on decisions that affect them. A lack of gender balance limits the ability of represen-

tatives to effectively represent the interests of their communities. Addressing gaps in participation is not an easy process. Promoting the rights of minority women can sometimes mean confronting the traditional minority leaders, even when advocating for increased protection of minority rights of the community as a whole.

The barriers to entry to formal political structures can be even more difficult to surmount for minority women. This may be linked to cultural or socioeconomic factors, such as limited education opportunities or insufficient access to financial resources or social networks. Depending on the context, States and other actors, such as political parties and NGOs, may need to pursue special measures to promote the participation of minority women in public life. These might range from reconsidering the design of electoral systems, setting targets and creating action plans, establishing training or internship programmes, or creating funding opportunities. The HCNM Lund Recommendations on the Effective Participation of National Minorities in Public Life set out principles that can be adapted to guide the creation of measures at national, regional and local levels, based on an approach of inclusiveness and non-discrimination.

Education is of particular importance to my conflict prevention work. Educators prepare the next generation of citizens to participate in our diverse societies. How history is taught, the extent to which stereotypes are challenged, the quality of teaching of

both minority and majority languages – these factors make an enormous difference in the process of integration. Educators have the potential to instil values of inter-ethnic co-operation and to promote understanding between communities, making them key actors in building a culture of conflict prevention. Despite this crucial role, educators – who are overwhelmingly women in most countries I visit – are often undervalued and undercompensated.

Schools provide an ideal venue to address values and practices related to gender equality. Outside the family, schools are where boys and girls may first encounter gender-based expectations. States, educational institutions and communities should pay particular attention to ensuring that minority girls, who may encounter greater obstacles in their education, receive the support they need to cultivate their full potential.

Proactive measures are also needed to ensure that institutions such as the police are representative of and responsive to the communities they serve. This means being sensitive to the needs and concerns of minority women as well as making sure that they themselves are able to join law enforcement bodies. A diverse police force is a more effective police force. As such, it is not only a matter of equal opportunities; it is in the best interests of the State and society. However, the HCNM Recommendations on Policing in Multi-Ethnic Societies emphasize that efforts to recruit a diverse police force, while important, are not enough. The organizational environment must support the equality

of all members, and actively promote a positive image of diversity to the public.

The media can play an important role in giving a voice to marginalized groups, such as minority women, and informing society about the problems they face. But just as journalists can use their reporting to help dispel stereotypes and contribute to a healthy public dialogue, so too can their work reinforce ethnic or gender stereotypes and divisions. The responsibility of States to promote a pluralistic, independent media is a cornerstone of OSCE commitments. The HCNM Guidelines on the use of Minority Languages in the Broadcast Media focus on a specific aspect of media pluralism, but the general principles they set out concerning development and application of State policy can also be useful when thinking about the situation of minority women.

Integration policies can facilitate the role as agents of change for minority women, who have to be able to use all their skills in order to pursue change in their communities, and in society as a whole. Their active role will lead to stronger communities and to stronger societies—integrated societies where there is respect for diversity at the same time. When minority women are empowered, society is empowered, and we all stand to benefit.

This is a shortened version of a speech Amb. Vollebaek held during the expert roundtable on “Women as Agents of Change in Migrant, Minority and Roma and Sinti Communities in the OSCE Area” organized by the Gender Section in Vienna on 6-7 September.

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 Mission to Serbia

Tradition, Culture and Gender Equality

The OSCE Mission to Serbia has a long record of working on the



protection and promotion of minority rights and improving the position of

women in public and political life. Understanding that the two issues are closely linked, the Mission merged these two priority areas through the organization of a pilot summer school consisting of a curriculum entitled "Tradition, Culture and Gender Equality".

The course took place between 1 and 6 July 2012 in Kladovo. The summer school was intended for all interested elected women members of the National Minority Councils who hold positions which enable them to make decisions and formulate policies relevant to their minority communities in the areas of education, culture, language and media. The school was led by

Dr Zilka Spahic-Siljak, a gender expert from Sarajevo University, with the additional participation of well-known scholars from the region. Twenty representatives of twelve National Minority Councils participated and gained in-depth knowledge on women's human rights, gender equality principles and multiculturalism.

By launching this summer school the Mission continues its support to strengthening the National Minority Council's capacity to actively include gender equality and gender mainstreaming principles into their work.

OSCE Mission in Kosovo

Empowering marginalized communities

During 2012, the Mission continued to implement a range of projects promoting empowerment of women from all communities and to enhance their role as agents of change in the society.

Within the framework of the Mission's project "Enhancing the capacity of communities and other marginalized groups to take an active role in political, social and economic life", the most vulnerable non-Albanian women and women with disabilities aged between 18 and 55 from the Prizren region, participated in a two-month capacity-building training on handicrafts (cotton-printing and jewellery-making) and

business start-up. On 1 June 2012, the project concluded with a public exhibition of participants' handicrafts and distribution of brochures to raise awareness of the exhibition.

Furthermore, the Mission supported the participation of Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian women in the drafting of the Local Action Plan for integration of those communities in Prizren in 2012. The Action Plan specifically accounts for needs and concerns of women and shows local institutions' commitment to improving their situation. In an effort to improve access to the labour market, the Mission started the implementation of the project "Improving economic and social integration of Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian

communities in Kosovo" to deliver vocational and business start-up training to these communities. Four women out of twelve participants from Prishtinë / Priština region are currently being trained on fruit and vegetable processing. As part of the Mission mandate to promote and protect community rights in Kosovo, this activity aims at improving access to employment for the most vulnerable communities in Kosovo.



OSCE Mission to Bosnia and Herzegovina

Special Police Units Are Voices of Roma Women in the BiH Parliamentary Assembly

The OSCE Mission to Bosnia and Herzegovina has continuously supported the BiH Parliamentary Assembly to increase openness and communication with citizens, particularly through the organization of public and expert debates.

In June 2012, with the Mission's assistance, the House of Representa-

tives' Gender Equality Committee organized a thematic session on the status of Roma women in BiH. The event was an opportunity for Roma women's organizations to present their work and findings on the status of Roma women.

Additionally, it encouraged dialogue between the representatives of the authorities and civil society activists, and reiterated the need for further dedication to improving the appalling living conditions, inadequate health protection, lack of education and em-

ployment of Roma, especially women and girls.

As current Roma Action Plans for health care, employment and housing are being revised, the Mission will work to ensure the inclusion of gender sensitive indicators and special measures to address the difficult status of Roma women and girls in the revised Roma Action Plans.

Spotlight on...

Interview with Elisabeth Møller Jensen “GOOD IDEAS ARE OFTEN VERY SIMPLE” KVINFO’s Mentor Network as one of the most successful integration projects in Europe

By Paulina Piotrowska

Elisabeth Møller Jensen is Denmark’s best known defender of women’s rights and gender equality. Driven by a strong personality and boasting a well-grounded professional background, Elisabeth Møller Jensen has achieved concrete and measurable results in several national and international projects of high social impact as managing director of the Danish Centre for Information on Gender, Equality and Ethnicity (KVINFO).

Ms. Jensen has been an active commentator in the Danish media for many years, focusing her energies on creating public awareness on vital gender issues - even when the subject has met strong resistance. In this way, she has been both a successful project leader and an important opinion-forming figure, directing her aim at changing sceptic or negative attitudes in mainstream society and, ultimately, helping to create equality between the genders.



Elisabeth Møller Jensen

KVINFO’s Mentor Network is a programme that pairs up refugee and immigrant women with women who are firmly established members of the Danish workforce. Taking the needs and wishes of the individual into account, the programme opens doors for these women and helps them become better acquainted with all aspects of Danish society. The mentoring relationship provides the opportunity for one-on-one meetings between mentee and mentor in which both parties are treated as equals. Mentor and mentee are paired up according to the mentee’s educational and professional background and her personal wishes and goals. Built upon mutual respect and trust, the aim of the relationship is to assist the mentee in fully realizing her potential, in turn enabling her to progress successfully with her life in Denmark.

In October 2004, the Mentor Network received the Annual Award from the Danish women’s magazine “Alt for Damerne” and the official Public Sector Integration Award. These recognitions boosted the Mentor Network’s success. Today, it involves more than 5,500 par-

ticipants and is subject of great interest worldwide.

In 2002, you set up the Mentor Network for the benefit of refugee and immigrant women in Denmark. How did the idea for the project develop and what are its main goals?

Ten years ago, there was an enormous discussion in the Danish public, which amongst other things focused on the role and effectiveness of the women’s movement; instead of helping immigrant women gaining a foothold in the country, it was rather putting them down. In that situation we had a brainstorming session at KVINFO and discussed how we could use our special resources and our competences to change the situation and make a difference. The idea came up to start a mentor network for immigrant and refugee women living in Denmark, so that e.g. a Danish nurse could act as a mentor for an immigrant woman with the same professional background. The goal was to open doors to Danish society, the mentor’s colleagues and, as a consequence, to the Danish labour market.

So the prime focus of the majority of these matches is to get a job. However, there are barriers to straightforward access to the job market. Many immigrants are “on hold” – getting qualifications recognised by the authorities is sometimes a lengthy process. With this scenario in mind, it makes sense to place emphasis on the “softer” goals of the mentoring process – those courses of action that are vital to understand Danish society – for example improving Danish language skills or getting undocumented qualifications evaluated.

Furthermore, many of the women entering our mentoring programme are not ready for the job market because of personal challenges. Several are struggling with depression due to their prolonged social isolation. A number of women have been in abusive relationships and find themselves stranded as single mothers. They often have no family or other significant social contacts in Denmark and therefore can’t get out of the house to forge a new support network and create social ties. These mentees work with two mentors – one to provide support for the social needs and one to help with

their professional aspirations. Slowly they get their hope back by having a person listening, supporting and helping them. It is often a long and painstaking process, and the prospect of a job might be three years down the line.

You have introduced the project to Bertel Haarder, Denmark's first Minister for Refugee, Immigration and Integration Affairs, with the words: "Like most other brilliant ideas, this one is very simple." There must have been challenges, though.

Yes, I told Haarder that by imagining Denmark as one large company we could create a professional one-to-one relationship between a mentor and a mentee and he immediately saw the potential in the enterprise.

The first big challenge was to make contact with mentees and then to generate confidence in the project. KVINFO is well-known and commands strong support among Danish women, but back in 2002 it was an unknown entity among immigrant women.

So, the first group of women had to be found and convinced to give the project a chance. Then, we needed to select mentors for the initial group of twelve mentees, who had, as it turned out, a scientific background.

The response was overwhelming: more than 300 Danish women volunteered to participate as mentors. The majority of them had a humanistic background though. And this was another challenge – we had to find specialised mentors to make the project work. Luckily, it was not very difficult: when we identified women with the competencies we needed, they usually agreed to participate. The pilot project went so well that the information about it immediately spread from participating women to friends and family members. Today our Mentor Network is the largest of its kind in the world.

And it has spread far beyond the borders of Denmark. In Morocco, the mentor network Réseau de Femmes pour le Mentoring/Networking runs mentoring courses for female professionals in business, women entering into the labour market and women in rural areas. In Jordan, the Women's Union launched a mentoring project for women who wish to start a career in politics. Is mentoring a universal concept that can successfully work in different cultural and national settings?

This is exactly what we have discovered.

The strength of mentoring is that it is a one-to-one method. The immigrant women define their own needs as individuals, they set the agenda. Both the mentor and the mentee are focusing on the mentee's needs and they are both interested in how to realise these needs and hopes for a new life in Denmark or any other country. Both parties learn to put their "cultural spectacles" aside. It is not a question of where a mentee comes from, what she believes in, the food she eats or the clothes she wears – it is solely a case of how she can be supported in realising the dream of a good life in the new country.

From the experience we have up to now I can definitely say that the KVINFO-model is a universal key, it can work in very different cultures all over the world. The element that distinguishes our model from other mentoring programmes is that we combine professional business methods

The KVINFO-model is a universal key, it can work in very different cultures all over the world

developed in the HR departments of large international concerns with the fundamental principle of the women's movement, defined as the belief that it is in women's interest to help one another, acknowledge and respect one another, cutting across any conflicts of interest and glaring differences.

We are now going to start a new project in Bhutan, a very new democracy. I was invited to a meeting with 120 women politicians to check out and discuss if the mentor program could be useful there to strengthen them in what they are doing. When I made the presentation, they were so enthusiastic, that I strongly believe that



the model would work in their society, too. A pilot project will be launched in December. Another project based on our model will start in Germany, where the first mentees have been interviewed and all our materials translated into German.



Opening Session, "Women as Agents of Change", Vienna, 6-7 September 2012.

Would you agree that the mentoring model makes both mentors and mentees become agents of change?

Absolutely, I would even say that this is crucial. We have been very careful not to use the words "mentors helping the mentees", because it is a mutual relationship. It is definitely a fact that both parties benefit from the mentoring model and I think this is a very decisive reason why it became such a success. Most mentors admit gaining as much as their mentees with the mentoring process.

One clear positive ripple effect is that mentors and mentees learn to "dismantle" cultural stereotypes and then they pass the new knowledge on to family, friends, co-workers and so on. In the majority of successful matches, information about cultural differences is exchanged along the way – and myths are busted. For instance, when the mentor becomes aware that her Muslim mentee wearing a headscarf is a free and strong woman whose husband backs her up. Or when the same Muslim mentee discovers that her Danish mentor's free will does not mean that she is unfaithful to her partner.

So yes, both mentors and mentees become agents of change.

OSCE Gender Section's expert roundtable on "Women as Agents of Change", Vienna, 6-7 September 2012.

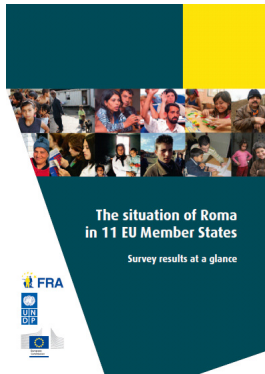
Elisabeth Møller Jensen was a panellist presenting KVINFO's Mentor Network.

Recommendations

Resources ...

FRA Survey Results

The Situation of Roma in 11 EU Member States



Roma - Europe's largest minority of 10-12 million people - continue to experience discrimination and social exclusion; and they are not sufficiently aware of their rights guaranteed by EU law, such as the Racial Equality Directive. This report presents the first results of the FRA Roma pilot survey and the UNDP/World Bank/European Commission regional Roma survey carried out in 2011.

The results are shocking in many respects: of those surveyed in this report, one in three is unemployed, 20% are not covered by health insurance, and 90% are living below national poverty

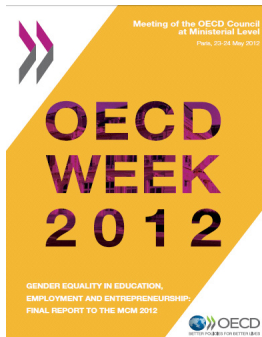
lines. Although governments and societies have been aware of Roma exclusion and deprivation, the magnitude and the similarity of exclusion patterns across EU Member States is striking and leaves no excuse for delaying swift, effective action to improve the situation. This report is only a first step in addressing the severe lack of data on the socio-economic situation of Roma in the EU and the fulfilment of their rights. The evidence shows that the nature of the challenges many Roma are facing in the EU requires policy responses which articulate development efforts within a rights-based approach. Such policy responses must tackle the socio-economic barriers that Roma face while also ensuring that their fundamental rights are respected.

Synopsis from /report available on:

http://fra.europa.eu/fraWebsite/research/publications/publications_per_year/2012/pub_roma-survey-at-a-glance_en.htm

OECD Week 2012

Gender Equality in Education, Employment and Entrepreneurship: Final Report to the MCM 2012



The Final Report to the OECD Ministerial Council Meeting on the Gender Initiative, a project to strengthen gender equality in education, employment and entrepreneurship (the "three Es") – three key dimensions of economic opportunities, was presented in May 2012.

It analyses the causes of continuing inequalities and recommends measures governments can take to create a more level playing field.

The gender report for the MCM 2012 consists of 24 concise policy-oriented chapters of 4-6 pages each, structured in four broad gender equality sections on 1) the Economic case, social norms and public policies; 2) Education; 3) Employment and 4) Entrepreneurship. Chapter topics include: "The economic case for gender equality", "How to keep young girls and boys in school?", "Sciences versus Humanities", "Gender diverse, balanced boards", "Supporting parents in juggling work and family", "Characteristics of women entrepreneurs" and "Access to credit".

Synopsis from /report available on:

<http://www.oecd.org/social/familiesandchildren/moreontheoecdgenderinitiative.htm>

Understanding Prejudice

Implicit Association Test – Gender



When it comes to gender, most people know what their opinions are. But what about

unconscious attitudes and associations? A test known as the "Implicit Association Test" offers one way to probe unconscious biases. It measures stereotypic associations of "career" and "family" with females and males.

In this 10-minute test, you will be presented with words or

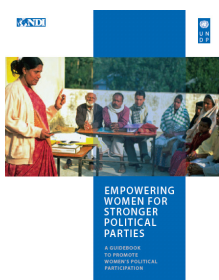
images and asked to respond as quickly as possible. At the end, your responses will be tallied so that you can see how your score compares to others and to your expectations (these responses will also be saved and tabulated as part of an investigation of implicit associations).

Synopsis from /test available on:

<http://www.understandingprejudice.org/iat/genframe.htm>

Recommendations

A Guidebook to Promote Women's Political Participation Empowering Women for Stronger Political Parties



This publication identifies targeted interventions for promoting stronger presence and influence of women in political parties as well as advancing gender equality issues in party policies and platforms. The lessons learned and common strategies in this Guide are drawn mainly, but not exclusively, from 20 case studies that were commissioned by UNDP and conducted by NDI during 2009-2010.

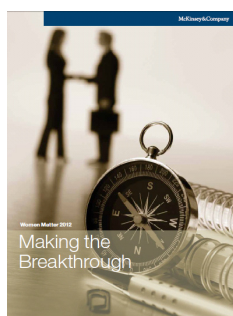
The entry points identified are designed to provide ideas for action for political parties, development assistance providers, party foundations, and CSOs in their work to support parties.

The full length version, including 20 case studies, is available in English. The "Good Practices Guide" (abridged version) is available in English, French, Russian and Arabic.

Synopsis from / report available on:

<http://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/empower-women-political-parties/>

Women Matter 2012 Making the Breakthrough



The report *Women Matter 2012: Making the Breakthrough* is the fifth in the *Women Matter* series and part of McKinsey's global research program into women's representation in business.

Today, women remain underrepresented on corporate boards and executive committees. This report presents the results of McKinsey's research into the gender diversity practices of 235

European companies, the majority of them among the continent's largest. To learn about the initiatives they were taking and to discover what seemed to be working well or less well (and

why), surveys have been conducted at every company and senior executives, including CEOs and board members, have been interviewed.

The results show that the vast majority of companies are taking the issue extremely seriously, devoting precious resources to redressing the gender imbalance.

Synopsis from the foreword / report available on:

http://www.mckinsey.de/downloads/publikation/women_matter/20120305_Women_Matter_2012.pdf

Soros Foundation Romania Roma from Romania, Bulgaria, Italy and Spain between Social Inclusion and Migration. Comparative Study



At the beginning of 2009, the Soros Foundation Romania and three other organizations, the Open Society Institute Sofia (Bulgaria), the Fundación Secretariado Gitano (Spain) and the Fondazione Casa della Carità Angelo Abriani (Italy), combined all their efforts to a com-

mon end – designing a project on the social inclusion of Roma people. The answer to this action is the project 'EU INCLUSIVE – Data transfer and exchange of good practices regarding the inclusion of Roma population between Romania, Bulgaria, Italy and Spain'.

The study analyses and compares the situation of Roma minority in the four above mentioned countries in regard to social inclusion, discrimination, employment and living conditions. A special chapter is dedicated on Bulgarian and Romanian Roma migrants in Italy and Spain.

Synopsis from / report available on:

<http://www.soros.ro/en/publicatii.php?cat=10>

Upcoming Events

19 September 2012

Vienna, Austria. Ambassador Miroslava Beham, OSCE Senior Adviser on Gender Issues, will deliver a speech on *Gender Mainstreaming as a Contributing Factor for Strengthening Economic Security: Progress and Challenges* at the OSCE Economic and Environmental Committee Meeting dedicated to *Promoting equal opportunities for women in the economic sphere, taking into account cross dimensional aspects.*

21 September 2012

Vienna, Austria. The OSCE Gender Section will organize a Power Breakfast on *Inclusive Security: Gender Considerations in Policing* to add a gender perspective to the discussion at the OSCE Annual Police Experts Meeting on 20-21 September. The keynote speech will be delivered by Daniel de Torres, Deputy Head of Special Programmes at the DCAF, the Geneva Centre for the Democratic Control of Armed Forces.

25 September - 5 October 2012

Warsaw, Poland. Organized by OSCE/ODIHR, the Human Dimension Implementation Meeting (HDIM) is Europe's largest annual human rights and democracy conference and serves as a platform for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures to take stock of the implementation of the human dimension commitments, discuss associated challenges, share good practices and make recommendations for further improvements. Two working sessions will be committed to discuss gender related issues. On 27 September, Ambassador Beham will moderate a session on Roma and Sinti (related in particular to the empowerment of Roma women). On 28 September, she will deliver an introductory presentation during the session on tolerance and discrimination, which includes the following topics: equality of opportunity for women and men; the implementation of the OSCE Action Plan for the Promotion of Gender Equality; prevention of violence against women.

22 October 2012

Vienna, Austria. The OSCE Gender Section is organizing a roundtable event on *Enhancing the Role of Women in Conflict Mediation in the OSCE Region*. The roundtable will look at ways of incorporating women's experience in peace-building into formal peace negotiations and will try to identify entry points for women into formal peace talks. For more information please visit: <http://www.osce.org/gender/90042>

24 October 2012

Vienna, Austria. Ambassador Miroslava Beham will hold a lecture on *Gender Equality in the OSCE - Trends and practices for the empowerment of women in the OSCE region* at the Diplomatic Academy of Vienna. The event is organized by the Austrian National Committee for UN Women in cooperation with the Diplomatic Academy of Vienna. The lecture will look at today's OSCE efforts to incorporate gender equality in all OSCE dimensions within the OSCE region and in countries of Partners for Cooperation.

STATISTICS



69%



31%

Women currently occupy 31 percent¹ of higher management positions, as compared to 30 percent in March 2012.



81%



19%

Within the 56 Permanent Missions to the OSCE, currently 19 percent² of Heads of Delegation are women, as compared to 24 percent in June 2012.



77%



23%

Women Deputy Heads of Delegation currently occupy 23 percent², as compared to 28 percent in June 2012.

¹ S3+, P5+, Heads and Deputy Heads in field operations, Institutions and the Secretariat.

² Data as of 1 September 2012.

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