

# Gender Perspective in Crisis Management

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Dr. Cordula Reimann, core.  
consultancy & training in conflict transformation  
[www.corechange.ch](http://www.corechange.ch)



## Main questions

- What tools and mechanisms need to be enhanced in order for the OSCE to better integrate a gender perspective in the conflict cycle approach?
- Is the existing OSCE policy framework for women, peace and security issues enough or are there tools yet to be developed and implemented?



## Some answers ...

### Participation of women as agents of social change

- Increase number of women high-level decision-makers as role models, especially in the politico-military dimension. Quota as a short-term measure?
- Make the invisible peace work of women visible & purposefully and strategically link their work on track II and III with the official & formal track I !
- Put regular and systematic consultations with women's groups/networks and individual gender experts at the heart of planning & monitoring of missions and mediation processes. Standardized protocol ensuring women's civil society groups?



## Some answers ...

### Participation of women as agents of social change

- Women's participation not limited to consultations: Use leverage & role of OSCE to strengthen existing legal or political mechanisms & processes that enable women to exert real influence on official peace agendas.
- Women: highly heterogenous actors. Support building "united women's agendas" requires consistent and flexible support for consensus- and coalition-building that acknowledges and works with this diversity.



## Some answers ...

### Men as agents for gender equality

- More projects supporting local and regional initiatives of civil society & grassroots organizations enhancing new forms of non-violent masculinities, men as agents for gender equality and trauma work for ex-combatants.
- (Men are the prime victims of direct violence & are also exposed to sexualized violence!)
- OSCE diplomats as „WPS/1325 champions“!



## Some answers ...

### Measuring & tracking progress on WPS

- Systematic and structured PME in terms of gender mainstreaming WPS and gender equality.
- Develop and implement user-friendly accountability, reporting and enforcement mechanisms on WPS, including indicators for implementing WPS within OSCE field missions and institutions.



## Some answers ...

### Training on WPS/ gender is key but....

- should be practice-related, hands-on and always be linked with supervision and on-the-job-training !

### Institutionalized gender expertise?

- Moving beyond individual expertise of GFPs and a highly gender-stereotyped portfolio (more men as gender advisors!) to clear organizational leadership, strategy and vision on WPS.



**Thanks a lot for your  
attention & interest !**

