



The Gender Monitor



International Women's Day 8 March 2012

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Maintaining Momentum

In the year that has passed since the last International Women's Day, we have witnessed great changes sweeping through the Arab world, and we have seen women's contribution to peace and security being recognized through the Nobel Peace Prize. Through the vital role women played in the Arab Spring and the fight for peace and democracy across the world, women have clearly demonstrated how they can influence democratic change.

We have also seen progress towards gender equality among the OSCE's participating States. More of them have developed National Action Plans to implement UNSCR 1325, adopted judicial frameworks to achieve equal rights for men and women, and intensified

their efforts to combat domestic violence. In Vilnius, the participating States took a concrete step forward in the further achievement of gender equality by adopting Ministerial Council Decision No. 10/11 "Promoting Equal Opportunity for Women in the Economic Sphere." And Ministerial Council Decision No. 3/11 on Elements of the Conflict Cycle, emphasizes the significance of including women in all phases of the conflict cycle, from early warning, crisis management and conflict resolution to post-conflict rehabilitation.

The implementation of OSCE commitments to gender equality, and specifically to protect the rights of women, is for each participating State a work in progress. More can always

be done. While we should recognize the progress we have made, we must also remain determined to create societies where women are accepted as equals to men in all spheres. The 8th of March, as International Women's Day, offers us the opportunity to recall the accomplishments of the past year, but also the work that still needs to be done. In our endeavors to achieve genuine equality between men and women, girls and boys, and through this to make our societies more secure and stable, we should not lose momentum.

Lamberto Zannier
Ambassador
OSCE Secretary General

Working to Advance Women's Rights



I am pleased to serve as the new Special Representative on Gender Issues. Building on my years of experience working to advancing women's rights globally and

in my own country, the United States, I know that women in every part of the world have much in common. We can learn from one another and adapt best practices to fit each of our specific circumstances. I recently made my first visit to the OSCE Secretariat in Vienna and to ODIHR in Warsaw. In

Vienna, I had an opportunity to address both the Human Dimension Committee and the Forum for Security Cooperation, highlighting key violations of women's rights, such as violence against women, particularly domestic violence, and the underrepresentation of women in public office. I also addressed

the need for participating States to fully implement UN Security Council Resolution 1325.

I am impressed with the range of OSCE commitments to gender equality and the enthusiasm of many of the Participating States to see that these commitments are fully implemented. I look forward to working with the Chairperson of the Permanent Council and the participating States, along with the Senior Advisor on Gender Issues,

Ambassador Miroslava Beham and the ODIHR, as well as visiting some of the field offices on these critical issues.



June Zeitlin

*Special Representative of the OSCE
Chairperson-in-Office on Gender Issues*

A message from Ambassador Miroslava Beham, Senior Adviser on Gender Issues **Empower Women for the Benefit of All**



Recently I read in a newspaper that if Lehman Brothers had been Lehman Sisters, the world would look different today. What at

first sight seemed to be a good joke, however, has a well founded background. The study of a renowned global consulting firm

of 290 big European private enterprises and their financial performance in the years 2005-2010, released in January of this year, for example, came to the conclusion that companies with women in senior management made clearly more profit than their competitors with male executives. And according to UN Women, to take another example, the GDP of the euro-zone would increase by 13 per cent, if women had an equal share in the economy of the countries as men do. These and many other examples

show that empowering women benefits the whole of society. Empowering women means at the same time, of course, protecting them from violence as well as respecting their rights and their dignity.

International Women's Day **Statements and Wishes from Ambassadors**

Ambassador Christine Moser Permanent Mission of Austria to the OSCE

■ *The 2011 Nobel Peace Prize honoured three inspirational women of uncommon courage, strength and commitment: Liberian President Ellen Johnson Sirleaf, social activists Tawakkul Karman of Yemen and Leymah Gbowee of Liberia. This has sent a clear message: women count for peace. Throughout the world, we hear voices of women calling for justice and democracy.*

On this International Women's Day, we call on all OSCE participating States and Partners for Co-operation to actively promote the contribution of women to our world. The elimination of discrimination against women is only the first, but fundamental step on this path. Austria is

determined to advance empowerment of women, not only in the field of peace and security, but also in the economic sphere and in public and political life. Therefore, we strongly welcome that for the Irish Chair-in-Office gender equality is high on the OSCE agenda.

Ambassador Blanka Jamnik Permanent Representation of the Republic of Slovenia to the OSCE

■ *Year after year - when we celebrate 8th of March - questions about the position of women in our societies arise over and over again. Are we addressing the open issues fast enough, well enough? In our ever changing world many old problems persist, and new challenges arise... Despite many gloomy reports on gender-based violence, harassment, discrimination etc, empowerment of women, especially young*

women, looks promising. Women have proven in all geographical corners of our planet and throughout history that they hold the key to development of our societies... We should continue to support women and men in our efforts to strengthen equality and growth while protecting and developing our children, youth, societies and our planet.

Ambassador Elena Molaroni Berguido Delegation of the Republic of San Marino to the OSCE

■ *My wish for this 8th of March is for all mothers in the world not to have to explain to their daughters why some people limit other people's freedom to live a full, useful and satisfactory life and to take decisions about their lives and their future.*

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 Bosnia and Herzegovina

No Woman, No Cry

Over the last number of years, the Mission has sought to promote women's equality on International Women's Day. This year, the Mission will support the screening of a documentary film entitled "No Woman No Cry" produced by the organization Every Mother Counts.

The film explores the ongoing issue of health risks associated with inadequate access to health care in a global context. After the screening, a panel will discuss women's rights regarding their access to maternity benefits and health services, and will include key representatives from the governmental authorities, the medical establishment and NGOs. The showing will serve

to initiate an important discussion on discrimination in maternity assistance, the lack of adequate reproductive health care and violations of reproductive rights of women.

*Contact person: Lana Ackar,
Gender Officer
OSCE Mission to Bosnia and
Herzegovina*

OSCE Mission to Skopje

Roma and Sinti mark International Women's Day

The OSCE Mission to Skopje will be taking advantage of International Women's Day to promote gender mainstreaming activities of the Mission. Following on from the Conference on UNSCR 1325 held in Sarajevo last year, Ambassador Natalya Drozd, Deputy Head of Mission, will be actively engaging in two events organized by the Mission, in line with the concept of thematic Local Prevention Councils (LPCs).

The first event, to be held on International Women's day, will offer Roma women an opportunity to take part in the celebration. Organized by the Mission's Gender Focal Point, the Gender Working Group and the Roma NGO "Sumnal", the event will hear a presentation by the Mission's Gender Focal Point on the significance of the Day. Children from the Roma community will also prepare and exhibit cards made and sing songs, since the 8th of March is also celebrated as Mother's Day in the host country. Following this, women will receive

flowers and a small cocktail with soft drinks and snacks will be served. The second event is scheduled for the 9th of March, with an aim of promoting the National Action Plan of the Ministry of Labor and Social Policy (MLSP) on UNSCR 1325. This is a joint event with the Mission's gender mainstreaming structure and the MLSP, as well as the Ministry of the Interior.

*Contact person: Vesna Ivanovik,
Office Assistant
OSCE Office in Skopje*

OSCE Office in Yerevan

Best Women Win

On 7th of March, the OSCE Office in Yerevan participated in a meeting of the Prime Minister's Women's Council. As of 2012, the Women's Council operates under a new charter and includes a broader range of domestic

and international members. During this meeting, representatives from the Ministries of Economy and of Territorial Administration provided updates on the selection process of candidates for two awards for notable achievement - Best Woman Community Leader and Best Woman

Entrepreneur. Following the council meeting, the Prime Minister and the Minister of Culture hosted a concert commemorating the 8th of March.

*Contact person: Oliver McCoy,
Democratization Officer
OSCE Office in Yerevan*

OSCE Mission to Moldova

Encourage Women

International Women's Day remains an important part of the OSCE Mission to Moldova's aim of promoting activities that increase awareness of gender equality and mainstreaming. This year, in conjunction with UN Women and a number of local NGOs, the Mission has helped the

Moldova Chapter of the Women's Democracy Network to draft an appeal to encourage larger numbers of women to take on political and leadership roles in Moldovan society. This is in addition to an op-ed on the issue of gender mainstreaming, written by the Mission, that will be published on 8th March in local press publications. Following the 8th

March celebrations, and in order to maintain the momentum generated, several projects designed to combat domestic violence and trafficking will be launched by the Mission over the course of the year.

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

Spotlight on...

OSCE Centre in Bishkek



Dear Readers,

I am delighted to congratulate you all on the occasion of International Women's Day!

Like many countries around the world, this holiday is also fondly celebrated in Kyrgyzstan, where the OSCE has been operating since 1998.

The recognition of women's role in Kyrgyz society can be traced back to the very origins of the country's name. According to legends and popular traditions, kyrk-kyz meaning "forty girls", may in fact refer to the founding mothers of the tribes that inhabited the lands which later came to be known as Kyrgyzstan.

The special place of women in Kyrgyzstan is also reflected in the popular cult of Kurmanjan-Datka, the Queen of Alay Kyrgyz, who is said to have brought peace after years of violence in the lands over which she ruled. Since then, the Queen has inspired generations of women in power. Today, women in Kyrgyzstan play active roles in state institutions and in civil society where they hold prominent positions in key institutions

such as the Parliament, the Office of the Prosecutor General, the Supreme Court and, until recently, the President's Office. Others are leaders of civil society organizations and hold important positions in the private sector.

Following the dramatic events of June 2010 in the south of Kyrgyzstan the role played by women as agents of reconciliation in civil society was also highlighted. By rapidly reacting to crisis situations and helping individuals in need during the events, women were actively engaged in inter-ethnic reconciliation efforts, using their abilities to influence decisions within their communities.

In line with the UNSCR 1325, the Centre in Bishkek has worked to promote such engagement by supporting the establishment of Women Initiative Groups (WIGs) in southern Kyrgyzstan. These groups seek to strengthen the involvement of women from different ethnic communities in peace-building at community level by creating viable networks of women leaders. The OSCE will continue supporting these networks to promote local responses throughout.

The Centre in Bishkek has also sought to raise men's awareness of gender equality as a key measure to reinforce security and respect of human rights. This has been done by promoting gender equality within the national police and the Court of Aksakals (the elders' court). On International Women's Day, the Centre in Bishkek will also be hosting an event in Osh dedicated to the contribution of the WIGs to the peace building process in the south of Kyrgyzstan.

Gender issues are mainstreamed into all the Centre's activities and programmes, including the Centre's support for the work of local administrations. Indeed a concrete example of this support is highlighted by the fact that half of all post-graduate students at the OSCE regional Academy in Bishkek are female. Furthermore, in 2012, a Gender Advisor will be working within the office of the Head of Centre for an initial period of two years. This appointment will help increase the consistency of all programmes and dimensions with gender sensitive approaches.

Let me now conclude by again wishing you all a very happy International Women's Day and I look forward to continue working with all of those who are tirelessly dedicating themselves to promoting peace and security across the OSCE neighbourhood.

Andrew Tesoriere
 Ambassador
 Head of OSCE Centre in Bishkek

Fighting Domestic Violence

On the eve of the International Women's Day, the OSCE Mission in Kosovo (OMiK) held a news conference in Prishtinë/Priština to launch a number of initiatives in support of women's human rights. These initiatives included the launching of a catalogue for Protection Orders in Domestic Violence Cases in Kosovo and a two-week media campaign to

promote the newly re-established help-line for victims of domestic violence and trafficking in human beings.

Following the press conference, OMiK organized a theatre performance on women's rights. The targeted audience were girls and boys, including youth with disabilities and those from non-Albanian communities.

The OSCE Regional Centres organized activities to mark the International Women's Day in most municipalities throughout Kosovo. These included, Mamusa/Mamushë/Mamuša; Prizren; Rahovec/Orahovac, Malishevë/Mališevo/Drageš/Dragaš, Gjilan/Gnjilane and Pejë/Pec.

*Contact person: Edward Joseph,
Deputy Head
OSCE Mission in Kosovo*

Highlights

FSC appoints a Special Co-ordinator on UNSCR 1325:
Martin McInerney
Deputy Military Adviser
Permanent Mission of Ireland to the OSCE

In January 2012 the three participating States chairing the Forum for Security Cooperation (FSC) this year, decided to appoint Martin McInerney, Deputy Military Adviser of the Irish Delegation, as a Special Coordinator on issues pertaining to UNSCR 1325 on Women, Peace and Security to help raising awareness of the resolution, as well as examining ways of how to further the implementation of UNSCR 1325 within the OSCE region.

Mr. McInerney, first of all congratulations on your nomination as the Special Coordinator. How do you view the work of the FSC with respect to UNSCR 1325 to date?

Important progress has been made the last year as 30 participating States have agreed to voluntarily report on the implementation of their commitments related to UNSCR 1325 when answering the questionnaire on the Code of Conduct. This is a dramatic increase from 2010, when only 19 countries agreed to do this. It shows that there is recognition of the importance of gender issues in the FSC. We hope to expand this group of countries this year.

And what about the National Action Plans?

In the last year we have also seen an

increase in participating States that have created a National Action Plan (NAP) for the implementation of the resolution which is a tangible commitment to UNSCR 1325. All participating States are encouraged to develop a NAP and keep it under constant review.

What do you hope to achieve in your new position?

As this is a first step for the FSC, broad acceptance that the FSC has a real role to play in the implementation of UNSCR 1325 would be a good start. Agreement on the scope and definition of this role could then be followed by practical steps to encourage participating states to implement the resolution in the areas for which the FSC has responsibility.

The Little Girl and the Wolf

by James Thurber



One afternoon a big wolf waited in a dark forest for a little girl to come along carrying a basket of food to her grandmother. Finally a little girl did come along and she was carrying a basket of food.

"Are you carrying that basket to your grandmother?" asked the wolf.

The little girl said yes, she was. So the wolf asked her where her grandmother lived and the little girl told him and he disappeared into the wood.

When the little girl opened the door of her grandmother's house she saw that there was somebody in bed with a nightcap and nightgown on.

She had approached no nearer than twenty-five feet from the bed when she saw that it was not her grandmother but the wolf, for even in a nightcap a wolf does not look any more like your grandmother than the Metro-Goldwyn lion looks like Calvin Coolidge. So the little girl took an automatic out of her basket and shot the wolf dead.

(Moral: It is not so easy to fool little girls nowadays as it used to be.)

*photo source: kidskornet.net

News in Brief

OSCE Mission in Kosovo



On January 20-21, OMiK, together with the OSCE Mission to Serbia, facilitated a meeting of prominent women from the two Mission areas in Budva, Montenegro. The participants included senior figures from political life as well as representatives of academia and civil society. Discussions centered on the role of women in society, with a focus on decision making process. The meeting in Budva is the first in a planned series of three that are scheduled to be held during the first quarter in 2012. The remaining meetings are planned to be held in Pristinë/Priština and Belgrade in March and April, respectively.

On 16 December, 2011, OMiK's Regional Centre Mitrovice/Mitrovica organized the last in a series of six workshops within the project *Promoting the establishment of a Roma-Ashkali network in Vushtrri/Vucitrn and Obiliq/Obilic*, which aims to raise awareness on women's rights among the targeted communities and laid the ground for the establishment of a Roma-Ashkali women's network. The previous five workshops elaborated topics on domestic violence, reproductive health, early marriage, participation in public life, and the right to education and employment.

The non-governmental organization *Balkan Sunflowers*, supported by OMiK through its project *Support to the Implementation of the Strategy for the Integration of Roma, Ashkali and Egyptian Communities (phase II)*, carried out the first comprehensive education survey in Kosovo on the participation in education of the Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian communities. The findings of this survey, which will be presented at a news conference in March 2012, will reveal major differences in the levels of education enjoyed by men and women from these communities.

Recommendations

Nordic Center for Gender in Military Operations established **Raise the Competence on Gender Issues**

In the past years there have been many efforts around the world to develop a more effective implementation of UNSCR 1325 on Women, Peace and Security. One of the most promising initiatives was taken recently by the Nordic countries, led by the Swedish Armed Forces. On 24th of January 2012, the Swedish Minister of Defense, Sten Tolgfors, and the Swedish Armed Forces Supreme Commander, General Sverker Göransson, inaugurated the Nordic Center for Gender in Military Operations, the first center of this kind in the world.

On the occasion of the inauguration, a workshop was organized, in which the OSCE Senior Gender Adviser participated. As Cdr Jan Dunmurray, commanding officer of the Centre, said about creating synergies to raise the competence of the military on gender issues: "Together with the Nordic countries, the UN, NATO, EU and OSCE, we've begun a 2-day workshop to identify the broad outlines for a future cooperation. This type of coordination and cooperation has been missing, and with the comprehensive knowledge the participants of the workshop possess, we can achieve greater results together than if each nation or organization can do by itself."

Cdr Jan Dunmurray will be a special guest at the meeting of the Forum for Security Cooperation on the 9th of May 2012.

Courses on gender mainstreaming at the International Training Centre / International Labour Organization (ITC/ILO)

ITC/ILO runs a programme on Gender and Non-Discrimination that specializes in building capacity for gender mainstreaming and women's socio-economic empowerment. They offer a wide range of modular courses on gender issues in the work place and in sustainable development operations, both on-campus and on-line training courses.

Hanna Sands, who works as a Gender Officer at the OSCE Gender Section, participated in their on-campus training for gender auditors and can warmly recommend the course. "The course was very well-planned with a lot of practical exercises. It was run by qualified trainers that had both the practical experience of carrying out gender audits as well as solid background in training. A further added value of the course is that there are participants from all around the world working mostly in different UN agencies. Sharing their experience of how to work with gender definitely inspired me in my continued work and made me look at new ways of how to implement gender in the OSCE. There are so many creative examples of how to work with gender mainstreaming in international organisations that could serve as best practices for our work in the OSCE".

For further information on courses offered at the ITC/ILO campus, visit:
<http://www.itcilo.org/en/training-offer>

KVINFO Denmark

KVINFO is the Danish Centre for Information on Gender, Equality and Ethnicity. On the 8th of March, KVINFO is launching the *History of the Nordic Women's Literature* on-line and in English language. For more information, visit: <http://www.kvinfo.dk/side/661/>

Visiting ...

Sanja Ivekovic: Sweet Violence

MoMA New York Exhibitions

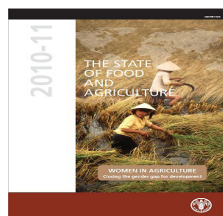
This exhibition brings together a historic group of single-channel videos and media installations. For more information, visit:
<http://www.moma.org/visit/calendar/exhibitions/1148>

Recommendations

Resources ...

Women in Agriculture

Closing the gender gap for development



This report, developed by the Food and Agriculture Organization (FAO) of the United Nations, promotes gender equality in agriculture, an area crucial for the agriculture development and food security. To view the report, visit: <http://www.fao.org/docrep/013/i2050e/i2050e.pdf>

Quota Project

International IDEA and Stockholm University

quotaProject

Visit Quota Project to find out in what way can quotas contribute to the political empowerment of women. ...

did you know that women still constitute only 19 per cent of the members of parliaments around the world?

To find out more, visit:

<http://www.quotaproject.org/>

Gender Mainstreaming in Aarhus Activities:

A guideline for practitioners



This publications aims to assisting Aarhus Centre staff and Aarhus stakeholders to effectively integrate a gender perspective into their work.

Taking the "Roadmap for Aarhus Centres" as a point of departure, this tool suggests concrete and practical

entry points for integrating a gender perspective into activities related to all three pillars (access to information, public participation and access to justice) of the Aarhus Convention,

as well as in support of OSCE gender equality principles.

These guidelines provide an opportunity to assist OSCE participating States, OSCE partner organisations and other stakeholders to effectively promote gender equality in the environmental sector, assisting stakeholders to realize national and international commitments on gender equality and strengthen good governance overall.

Visit: <http://www.osce.org/gender/87675?download=true>

Women, War and Peace

A five-part PBS mini-series on war and peace, challenges the fact that this is "men's domain" and places the women at the centre of an urgent dialogue about conflict and security.



"Women, War & Peace is a bold new five-part PBS television series challenging the conventional wisdom that war and peace are men's domain. The vast majority of today's conflicts are not fought by nation states and their armies, but rather by informal entities: gangs and warlords using small arms

and improvised weapons. The series reveals how the post-Cold War proliferation of small arms has changed the landscape of

war, with women becoming primary targets and suffering unprecedented casualties. Yet they are simultaneously emerging as necessary partners in brokering lasting peace and as leaders in forging new international laws governing conflict. With depth and complexity, Women, War & Peace spotlights the stories of women in conflict zones from Bosnia to Afghanistan and Colombia to Liberia, placing women at the center of an urgent dialogue about conflict and security, and reframing our understanding of modern warfare."

Synopsis from: <http://www.pbs.org/wnet/women-war-and-peace/about/>

World Economic Forum - Global Gender Gap Report



The Global Gender Gap Report 2011 is published by the World Economic Forum. The Global Gender Gap Index 2011 is the result of collaboration with Harvard University and the University of California, Berkeley.

To view the report, visit:

<http://www.weforum.org/issues/global-gender-gap>

Upcoming Events

12 - 13 March 2012

Vienna, Austria. *The OSCE Secretariat's Gender Section and Transnational Threats Department / Action against Terrorism Unit jointly with the OSCE Office for Democratic Institutions and Human Rights (ODIHR), will hold a second expert roundtable on gender and countering violent extremism and radicalization that lead to terrorism (VERLT). This will focus on the role of women and human rights compliant strategies to empower women to successfully counter VERLT. For more information, visit: www.osce.org/atu*

20 - 22 March 2012

Croatia and Slovenia. *RACVIAC - Centre for Security Co-operation and Ministry of Defence of the Republic of Slovenia is announcing a round-table discussion on Gender and SSR on the "Implementation of the UN Security Council Resolutions 1325 and 1820". For more information, visit: www.racviac.org*

27 March 2012

Barcelona, Spain. *The European Institute for Gender Equality (EIGE) invites organizations involved in data gathering, analysis and monitoring to a networking meeting in order to strengthen the regular exchange of information and co-operation in relation to gender-based violence work. For more information, visit: <http://eige.europea.eu>*

19 - 20 April 2012

Vienna, Austria. *OSCE Office of Democratic Institutions and Human Rights and the Irish Chairmanship will be hosting a supplementary Human Dimension Meeting on Combating Racism, Intolerance and Discrimination in Society through Sport. For more information, visit: <http://meetings.odihr.pl>*

Message from the Director, Françoise Nocquet

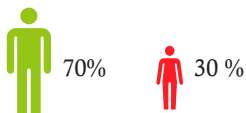
Department of Human Resources, OSCE Secretariat

During 2011, 185 seconded positions across the OSCE were advertised. A total of 2,154 nominations from 50 OSCE participating States (pS) were received. 31 per cent (672) were of female candidates.

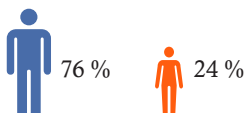
A total of 125 secondees from 34 pS were hired. 34 per cent (43) were female.

My aim is to work together with pS to both increase the number of qualified female candidates to be seconded to the Organization and to improve the secondment system for the benefit of both female and male secondees.

STATISTICS



Women currently occupy 30 per cent² of higher management positions, as compared to 29 per cent in November 2011 and 30 per cent in June 2011.



Within the **56 Permanent Missions** to the OSCE, currently **24 per cent² of Heads of Delegation** are women.



Women Deputy Heads of Delegation currently occupy **28 per cent²**.

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

² Data as of March 2012.

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