



# The Gender Monitor



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## An Introductory Note

Prosperous and sustainable development builds on full contributions by both men and women. However, evidence shows that women face several barriers to economic opportunities and entrepreneurial activity. Social norms and traditional values tend to undervalue women's abilities and professional potential, and are particularly exacerbated in countries affected by conflict. Furthermore, limited access to credit, inadequate business skills and limited education are obstacles that affect women disproportionately.

A number of resolutions address the role of women in conflict prevention and security. However, few of them focus on the economic potential of women as it relates to regional stability and sustainable development. An analysis by UNIFEM/UN Women of emergency and post-conflict spending patterns indicated that only two per cent of post-conflict budgets target women's empowerment or gender equality.

Quite often, neglecting to support a greater participation of women in economic endeavours, particularly in fragile and conflict-prone environments may result not only in their marginalization and their extreme poverty, but also in their vulnerability to risks such as human trafficking, illegal migration or enrolment in illicit activity. Governments, international organizations, civil society and the corporate world can all play a positive role in facilitating access of women to secure economic activity.

Promoting women's economic empowerment is one of the six priorities set out in the Ministerial Council Decision 14/04 detailing the 2004 OSCE Action Plan for the Promotion of Gender Equality.

Jamila Seftaoui  
Senior Adviser on Gender Issues

Enhancing equal opportunity for women in the economic sphere is not only of high significance to further stability and inclusion in the OSCE region, but also an undeniable drive towards prosperous societies and sustainable growth. Research has found that closing the gap between female and male economic employment rates could boost Eurozone GDP by as much as 13 per cent.

Earlier this year, a good practices compilation, Women's Economic Empowerment, has been published by the OSCE Gender Section followed by a conference entitled "Women's Entrepreneurship in the OSCE Region: Trends and Good Practices" organized in Vilnius, Lithuania. The aim of the conference was to stimulate discussions among experts and practitioners on challenges facing women's economic participation and effective practices to overcome them and encourage female entrepreneurship in Central Asia and the South Caucasus.

Together with a number of field operations and with the support of the Office of the Co-ordinator of Economic and Environmental Activities, the Gender Section will expand further efforts to strengthen women's entrepreneurial skills and opportunities in various sub-regions of the OSCE.

In this issue of The Gender Monitor, you will find information on a number of recent initiatives carried out within the OSCE, focusing on the myriad benefits of committing to women's increased economic involvement and a better use of their widely untapped potential as entrepreneurs.

Goran Svilanovic  
Co-ordinator of OSCE Economic and Environmental Activities



## Women's Entrepreneurship in the OSCE Region: Trends and Good Practices Conference Overview



The OSCE Gender Section, in co-operation with the Lithuanian Ministry of Social Security and Labour and the Gender Studies Centre of Vilnius University, hosted the international conference entitled "Women's Entrepreneurship in the OSCE Region: Trends and Good Practices."

The event, held 3 and 4 March 2011 and jointly funded by Andorra, Germany and the United States, was well-attended and included participation by numerous experts, representatives of international organizations, women's networks, and diplomats. The conference was developed in conjunction with the recent publication *Women's Economic Empowerment: Trends and Good Practices on Women's Entrepreneurship in the OSCE Region*. The conference identified challenges and new ideas for women's economic empowerment while underscoring the strategic importance and linkages between comprehensive security and economic growth. Conference discussions were broken down into four main themes and critical concepts are summarized below.

### Women's economic empowerment and security.

Understanding the clear link between women's economic prosperity and the stability and security of a state, discussions focused on measures to increase women's empowerment that result in greater stability. Ideas for future activities include: enhanced services for vulnerable groups, including access to business skills training and financing for entrepreneurial activity and gender-sensitive migration policies.

### Risks, challenges and progress in the field of women's entrepreneurship.

Noting that the percentage of women entrepreneurs in OSCE countries is low, often in urban areas and confined to particular industries, participants identified common challenges, including: traditional perceptions of women's roles; a dearth of women with business management education; difficulties in accessing credit; and government policies that do not respond adequately to the needs of female entrepreneurs. Initiatives such as the establishment of women's resource centres, networked business associations, and capacity-building programmes, as well as awareness-raising within financial institutions and governments to the unique needs and challenges to women who wish to establish their business were identified.

### Advancing women's economic growth—the role of business women's associations.

A key question that arose was - how can women's business associations (WBAs) address existing barriers and help women entrepreneurs? Conference panellists provided overviews of their respective WBAs, detailing best practices and past successes in strengthening female entrepreneurship. Participants discussed the vital role that WBAs play in lobbying the government to change policies and create conditions conducive to women's entrepreneurship and exchanged good practices on the topic, as well as using mentorship programmes or various media structures within WBAs to transfer knowledge at both the national and international level.

### State, private sector and international initiatives to support women's economic growth.

Conference participants highlighted that governments, international organisations and the private sector are in a prime position to positively affect women's entrepreneurship and economic growth. Public-private partnerships, supplier diversity and better access to finance are but a few examples of potential benefits debated during the conference.

## Challenges and Successes in Women's Economic Empowerment: Good Practices

Some particular examples presented during conference proceedings:

**Armenia:** 65 per cent of respondents of a local sociological survey believe women launching their own businesses have fewer opportunities than men. At present, however, public and international organizations render significant support for businesswomen in Armenia. The Women Support Business-Centre Foundation of Armenia contributed to the creation of contact databases, as well as a system for exchange of information and coordination of female entrepreneurship development, including training businesswomen and consultants on relevant skills and competencies.

**Moldova:** According to current statistics, every fourth business in the country belongs to a woman. To capitalize on women's entrepreneurial activities, a network of women's business associations was established in 1999; the network currently has 298 members and provides 19 services. Women are increasingly penetrating previously male-dominated businesses, such as housing construction, ICT and ICT sales, meat processing and equipment maintenance.

**Sweden:** Before Women Resource Centres (WRCs) were established, women's entrepreneurship was limited and not coordinated in Sweden. In 1994, the government proposed a budget to support WRCs in rural areas, and since 2002 it has allocated WINNET (the Swedish National Federation of Resource Centres for women) budgetary resources over a 3-year period for activities at local and regional levels. WRCs are now recognized as the most effective mechanisms for engaging women in sustainable regional and local development.



# 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

In Bosnia and Herzegovina, women have limited access to the labour market. According to 2010 reports, they represent only 36.9 per cent of the employed population. In order to tackle this issue, the OSCE Mission to Bosnia and Herzegovina has worked with women organizations to provide support to outlying groups and rural communities as part of its Social Inclusion portfolio.

The Mission supported the development of Gender Equality Policies in Brcko District and the municipality of Gradacac, providing technical and legal assistance. The documents, which are now in the adoption procedure, feature specific measures to foster women entrepreneurship, envisioning locally-led trainings on self-employment of women as well as the organization of promotional events building on success stories of women entrepreneurs from the region.

The Mission also supported the organization of trainings and promotional campaigns in cooperation with municipal gender equality commissions in the municipalities of Brod, Prijedor and Gradacac. As a result of the trainings and awareness raising campaigns, women participants developed their project writing skills and ability to set up businesses. In Prijedor, this resulted in women from three returnee areas joining together to set up a medicinal plants business while participants from Brod designed three business plans. As a result of the Mission's activities, municipalities also became increasingly responsive to rural women's needs. In Brod, for example, the mayor committed to giving priority to rural women's business plans in a call for proposals to be published in the second half of 2011. As of 2011, the economic participation of rural women is becoming an increasing focus of the Mission's work.

Contact person: Fermin Cordoba, Gender Focal Point, OSCE Mission to BiH

## OSCE Office in Yerevan

With the support of the OSCE Office in Yerevan, three women's resource centres were opened as part of the project "Economic Empowerment of Women in the Syunik Region of Armenia," which helps develop local women's capacities. The main objective is to create a sustainable network of active centres that would serve as a meeting space for women to raise local concerns, as well as provide resources to promote entrepreneurship. In the course of the last two years, the Office has organized a number of tailored trainings to build women's skills in business, handicraft, marketing, leadership, journalism and networking, aiming to create employment opportunities and raise their competitiveness in the job market. Today, a number of resulting achievements can be noted. Over 1000 women have been beneficiaries of the centres' offerings; 50 women are in its employ, with another 100 women in short-term assignments; the centres have participated in six local handicraft fairs and organized another two; and numerous networks and partnerships have been established in the region, country and abroad.

The project has been presented as a best practice at various events and forums, including the international conference "Women's Entrepreneurship in the OSCE Region: Trends and Good Practices," held on 3-4 March 2011, in which two founding members of the resource centres took part.

Among current priorities of the women's resource centres are the launching of the Network's web-site, institutionalizing the Syunik Women's Resource Centres Network, expanding membership to international networks, and further developing joint projects.

Contact person: Tsovinar Harutyunyan, Senior Democratization Assistant and Gender Focal Point, OSCE Office in Yerevan

## OSCE Spillover Monitor Mission to Skopje

Over the past years, the National Council for Gender Equality (NCGE) has been working on broadening and strengthening economic opportunities for women, who currently account for just four per cent of entrepreneurs in FYROM. Women who are in rural areas and have an interest in establishing a private business must possess initial capital, yet only 2 per cent of young women in FYROM receive their inheritance during the period in which they can best use such funding. Furthermore, policies by the state and in international organizations which address women's entrepreneurship are limited, hindering the potential for new and supportive programmes.

With this in mind, the NCGE has established the Association of Business Women. It is networked with other NCGE women's organizations, working closely to emphasize and support women's entrepreneurship by linking women and raising awareness on self-employment. In conjunction with the United Nations Development Programme, a special project was created to address employability and employment of vulnerable victims. Local businesspeople provided voluntary funding, which in turn was given to victims of domestic violence, with the aim of helping them start businesses and become financially independent.

Contact person: Vesna Ivanovik, Office Assistant and Gender Focal Point, OSCE Spillover Monitor Mission to Skopje





# Spotlight on...

## OSCE Centre in Bishkek



In 2010 the Centre in Bishkek worked on addressing a key aspect of gender-based discrimination in the area of economic activity: lack of access to information, skills development or advocacy. A project was developed to provide local women with specialised training in sustainable agriculture. The initiative included consultations in the various spheres of business development such as accounting, business plan development, agricultural technologies, use of alternative types of energy and marketing. Since then, a number of positive results have been identified. Notably, 80 women were trained in business plans development and nearly 40 per cent of them applied for micro credits. At the end, 20 trained women successfully received funding. Training was also provided in appropriate feeding and care and resulted in increased milking capacity of cattle.

One other notable result of recent initiatives is the increased awareness and support on behalf of government officials (ayil okmotu) and local deputies, reflected in the establishment of a special gender school. Along with this project, local authorities have expressed a willingness to integrate a gender approach into their village development plans, as well as further support women's empowerment in the political and economic spheres.

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

## OSCE Mission to Moldova



Over the next several months, the OSCE Mission to Moldova will be undertaking numerous projects aimed at increasing participation of women in the community. One such initiative targets potential female political leaders.

After the 2010 election in Moldova, the number of women elected to Parliament decreased from 25 to 21 per cent. Scarcity of women in elected positions exists also at the local level, due to a range of factors. To address this trend, the OSCE Mission to Moldova, in co-operation with the International Centre for the Advancement of Women in Business NGO (ICAWB), is conducting training seminars for 150 women intending to run for office during the 5 June local elections. The seminars focus on topics like how to run a campaign, identify needs of the electorate and communicate

with potential voters. At advocacy roundtables and small-format meetings the participants have the opportunity to engage with local politicians and public officials, women leaders, NGOs, international organizations and the media. The goal of this endeavour is to raise awareness and encourage further participation of women in local politics, particularly in leadership roles and influence policies in all vital sectors such as the economy.

Contact person: Eugenia Benigni, Anti-Trafficking and Gender Advisor, OSCE Mission to Moldova



# Highlights

## Endeavours in Women's Entrepreneurship in Tajikistan



The shaping of domestic entrepreneurship in Tajikistan started from the first stage of reforms, which coincided with a period of shortage of vital goods and products, hyperinflation and an extremely low standard of living. In this complicated period where there were no legal grounds for developing market relations, and acting laws confined private property and entrepreneurial activity.

A number of laws have since been adopted in the country, related to state support for entrepreneurship, business licensing, and microfinance organizations. As a result of these measures, the country's entrepreneurial rating increased by 12, and was ranked among the top 10 reforming countries in the World Bank Doing Business Survey for 2010.

One of the issues to which the Government of Tajikistan is paying special attention is the involvement of women in entrepreneurship, as it ensures development of overall domestic business. With its decree "On establishing presidential grants for development of small and medium-scale entrepreneurship, involvement of women and girls in professional training, raising their legal literacy and creating job places for 2006-2010," the Government established annual allocation of grants for women-entrepreneurs.

Further focus is given to rural women entrepreneurs, who face added difficulties and have access to fewer resources than their urban counterparts. Taking into account the recommendations expressed at the regional conference of women of the Zeravhsan valley, "Problems of women in rural areas and their participation in development process," a microfinance organization Rushdi Zanon was created. It is the only such organization in the country to work solely with women. To date, more than 300 women have received credits and have been able to create and develop their businesses successfully. The women are mainly engaged in agriculture and livestock-related endeavours.

In the very southern regions of the country, a successful women's resource centre, Mohi Munir, was established with the support of OSCE to assist local women wishing to start businesses and provide advanced training to those seeking to expand. The centre's founder, Ziyoda Ashgrove, also provides shelter and support for women facing financial, psychological and physical hardship through job placement services and counselling.

In Northern Tajikistan, the NGO Saodat has for the last 10 years focused on poverty reduction and advocacy for economic rights of local women. The organization offers trainings that are accessible both linguistically and methodologically to an increasing number of women entrepreneurs in the Sughd region. Rural women are receiving access to educational support regarding techniques of conducting business in rural conditions, as well as microcredit and other funding possibilities. Up to this point, beneficiaries have established a number of producer cooperatives, dekhan farms, small enterprises, private trade stores, and intermediary business.



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

## OSCE Office in Baku Hosts Conference on Domestic Violence



In co-operation with the State Committee on Family, Women and Children's Affairs, the OSCE Office in Baku held a conference on March 11, addressing the scope and impact of domestic violence in Azerbaijan. The conference brought together 80 Government officials, representatives of

law enforcement agencies, civil society, journalists, staff of new shelters and international experts. Discussions drew from statistical and field information, and sought to raise awareness and further develop best practices that can be applied in a local context.

Contact person: Melissa Stone, Deputy Head of Office, OSCE Office in Baku

This conference follows Parliament's June 2010 adoption of the Law on the Prevention of Domestic Violence. The law took effect on 7 October, 2010. "The adoption of the Law on the Prevention of Domestic Violence is a significant step forward for Azerbaijan in terms of gender equality and protection of its most vulnerable citizens, including children, as well as the fulfilment of international obligations," remarked Ambassador Bilge Cankorel, the Head of the OSCE Office in Baku.

Experts presented examples of domestic violence legislation in other countries, including Bulgaria and the Czech Republic. Final discussions synthesized the various experiences in an Azerbaijani context. Going forward, the OSCE Office in Baku will continue similar activities in the regions in collaboration with the State Committee on Family, Women and Children's Affairs, as well as with other Government authorities such as the Interior Ministry, local authorities and law enforcement agencies, and with civil society.





# Highlights

## Grameen Bank: A Short History

The name of the bank is derived from “gram” which means “rural” or “village” in Bangla. Its sole focus since inception has been to address the sprawling issue of rural poverty in Bangladesh, particularly among women.

Its beginnings date back to the 1970s, when founder Muhammad Yunus was carrying out research for the Rural Economics Project at Bangladesh’s University of Chittagong. The pilot project was established with the objectives of extending banking facilities to the poor; eliminating exploitation by money lenders; bringing the disadvantaged into the fold of an organizational format that they can understand and manage by themselves; and addressing the cycle of low income equating to low savings and investment.

The bank would give small-business loans to the rural poor based on a group liability instead of requiring any collateral. Loans have been used to establish or sustain ventures in livestock raising,

manufacturing, trading and shop keeping. Today, it has branches throughout the country numbering well over 2,000, and continues to focus on serving the rural poor. Over 8.2 million people have received loans since the organization’s inception, and in 2006 the bank and Mr. Yunus were conferred the Nobel Peace Prize.

The primary activities of the bank have provided a multitude of opportunities to women of the region, who receive 97 per cent of loans. As noted by Grameen Bank, “studies have shown that the overall output of development is greater when loans are given to women instead of men, as women are more likely to use their earnings to improve their living situations and to educate their children.”

Statistical data of the Grameen Bank includes data series from 1976 to 2009.

## Fifth Annual International Women of Courage Awards Ceremony



As part of the celebration of this year’s International Women’s Day, U.S. Secretary of State Hillary Clinton presented the fifth International Women of Courage Awards, which recognizes and honours women around the globe who have shown courage and leadership in advocating for women’s rights and empowerment. This year’s recipients included the following ten individuals, three of whom are from the OSCE area:

Her Excellency, Roza Otunbayeva, President of the Kyrgyz Republic; Maria Bashir, Prosecutor General, Herat Province (Afghanistan); Nasta Palazhanka, Deputy Chairperson, Malady Front (Young Front) non-govern-

mental organization (Belarus); Henriette Ekwe Ebongo, journalist and publisher of *Bebela* (Cameroon); Guo Jianmei, lawyer and Director of the Beijing Zhongze Women’s Legal Counseling and Service Center (China); Yoani Sanchez, Innovator and Blogger, Founder of *Generación Y* blog (Cuba); The Honorable Agnes Osztolykan, Member of Parliament, Politics Can Be Different Party (Hungary); Eva Abu Halaweh, Executive Director of Mizan Law Group for Human Rights (Jordan); Marisela Morales Ibañez, Deputy Attorney General for Special Investigations against Organized Crime (Mexico); Ghulam Sughra, Founder and Chief Executive Officer, Marvi Rural Development Organization, (Pakistan).

Honourees took the opportunity to provide remarks, noting strides taken on behalf of women’s rights and illuminating the situations of their respective countries that are worthy of international attention. Since the inception of this award in 2007, the U.S. Department of State has honoured 38 women from 27 different countries.



## News in Brief

Bitesize updates on recent gender news

### 55th Session of the UN Commission on the Status of Women

The fifty-fifth session of the Commission on the Status of Women took place at United Nations Headquarters in New York from Tuesday, 22 February to Friday, 4 March, and on Monday, 14 March 2011. The priority theme was "Access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work." The agreed conclusions included commitment to increasing academic retention and creating support mechanisms for the transition from education to full employment.

### Women's Rights, Police Capacity Building Focus of OSCE Workshop in Uzbekistan

The workshop, jointly organized by the OSCE Project Co-ordinator in Uzbekistan and Police Academy of Uzbekistan, brought together 25 representatives from the Police Academy and heads of police units of the Interior Ministry. It was aimed at increasing awareness of international human rights standards and fostering women's participation in law enforcement institutions. Participants were to discuss the implementation of the National Action Plan on the UN Convention on Eliminating All Forms of Discrimination Against Women in the context of the UN Security Council Resolution 1325 on Women, Peace and Security.

### Tunisia Opts for Gender Parity on the Ballot

The high commission on elections in Tunisia has recently voted for gender parity on ballot lists by electoral parties for the first elections after the "Tunisian revolution", planned for 24 July 2011. The commission's chairperson Y. B. Achour signalled that lists that do not present 50-50 per cent women and men will not be valid. EU High Representative Catherine Ashton issued a statement on the development, lauding the country's efforts to "consolidate gender equality and end all forms of discrimination against women in law and in practice." She added: "By putting these principles at the heart of all ongoing political reforms, Tunisia can be a beacon of innovation for the region and beyond."

## Recommendations

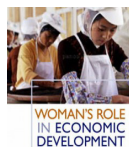
Continue learning about gender with this selection of informative resources.

### Reading...

#### Gender and Rural Microfinance: Reaching and Empowering Women

IFAD

This comprehensive, 79-page publication addresses the lingering obstacles in establishing microfinance and banking in rural areas. Rural microfinance is defined in this guide as "all financial services that are accessible to poor and low-income rural households and individuals." The guide discusses best practices when designing service offerings, and will be useful to technical partners and microfinance institutions, gender practitioners working in rural microfinance, and academic researchers in the fields of gender and microfinance. The complete publication is available in Arabic, English, French and Spanish editions, and can be found [here](#).



#### Woman's Role in Economic Development

By Ester Boserup. Revised Edition, published May 2007 by Earthscan Publications Ltd.

Main topics addressed in the text include women and inequality, international and national migration, conflict, HIV and AIDS, markets and employment, urbanization, leadership, property rights, global processes including the Millennium Development Goals, as well as barriers to change. This 2007 update re-edits the original material and features a substantial Introduction by scholars Nazneen Kanji, Su Fei Tan and Camilla Toulmin. The statements therein point out the continued relevance of women's role in development. This text is a helpful reference to anyone interested in gender and development, including students, scholars and practitioners.

### Resources ...

#### [Global Gender GAP Report](#)

Annual report which aims to serve as a tool for benchmarking and tracking gender inequalities around the world.

#### [OSCE Magazine \(Issue 1/2011\)](#)

Includes an article on the Vilnius Conference as well as an interview with the Special Representative of the OSCE Parliamentary Assembly on Gender Issues, Ms. Hedy Frey.



#### Women's Economic Empowerment: Trends and Good Practices on Women's Entrepreneurship in the OSCE Region

OSCE 2010, published by the Gender Section

This book presents key data and trends on women's entrepreneurship from OSCE participating States and highlights global strategies that have been successful in overcoming barriers to women's economic participation, including relevant legislation and policy-based initiatives. The publication also sets out OSCE-specific recommendations to expand further the Organization's efforts to strengthen women's entrepreneurial skills and opportunities. This resource has been prepared as a background for OSCE workshops on women's entrepreneurship. It is also a useful guide for OSCE staff working on economic projects and for policy makers, law enforcement bodies, legal professionals, educators, journalists, the private sector, women entrepreneurs associations, donors and civil society organizations in OSCE participating States. Download [here](#).



#### Women's Empowerment Principles: Equality Means Business

UNIFEM, UN Global Impact

How to empower women in the workplace, marketplace and community: such is the overarching theme of this comprehensive set of materials. Based on the Calvert Women's Principles—the first global corporate code of conduct focused exclusively on empowering women worldwide—the Women's Empowerment Principles make a case for corporate action in promoting gender equality, drawing upon real-life business practices and input culled from around the world. An ideal guide for businesses, stakeholders, and governments.

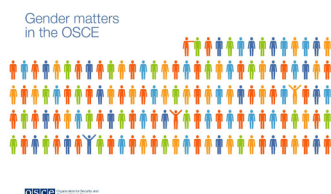


# Recommendations

## Continued...

### Resources ...

- [Women's UN Report Network](#)  
This website by the Women's United Nations Report Network & Program provides a wealth of informational sources related to women's rights. Visitors will find links to relevant NGOs and institutions, WUNRN news releases and numerous human rights reference documents.
- [Gender, Institutions and Development Database](#)  
The stated mission of the Organisation for Economic Co-operation and Development (OECD) is to promote policies that will improve the economic and social well-being of people around the world. The database serves as a useful tool in evaluating economic development of women. The research includes 160 countries and involves 60 indicators on gender discrimination.
- [Women's Economic Opportunity Index](#)  
"Countries have made good progress in levelling the playing field for women over the last few decades, but too many women still cannot exercise their full economic rights," notes Leila Butt, a senior economist at the Economist Intelligence Unit and research manager for the project. Researched and published by the Economist Intelligence Unit, this compilation is a pilot effort to assess the laws, regulations, practices, and attitudes that affect women workers and entrepreneurs across the globe.



#### Gender Matters in the OSCE OSCE Gender Section

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](#).

#### [European Women's Lobby Organization](#)

The largest umbrella organization of women's associations in the European Union (EU), working to promote women's rights.

#### [UN Millennium Development Goals: Gender Equality and Women's Empowerment](#)

Progress chart, launched on 20 September 2010 and available in all UN languages.





# Upcoming Events and Trainings

## 29 May - 1 June

**Montréal, Canada.** *Conference. Violence Against Women: Complex Realities and New Issues in a Changing World.*

Organised by the Interdisciplinary Research Centre on Family Violence and Violence Against Women) and its Women, Violence and Vulnerable Situations research team, this 2nd International conference on violence against women will bring together researchers, practitioners, political decision makers, and students from around the world to share knowledge and practices and to debate current issues in the field.

Further information: [here](#)

## 30 June

**Vilnius, Lithuania.** *Women Enhancing Democracy: Best Practices.* This high level event will bring together leaders from the realms of business, government and civil society to address the further development of women's participation in democratic institutions. It is organized in co-operation with the Council of World Women Leaders, the European Institute of Gender Equality, the U.S. Department of State, the Community of Democracies, and European and U.S. non-governmental organizations. (Participation upon invitation only)

## 2 - 3 June

**Bucharest, Romania.** *Conference. Gender Studies in the Age of Globalization.*

Using "gender studies" as an umbrella term is the aim of the Conference which shall examine gendered aspects of the process of globalization.

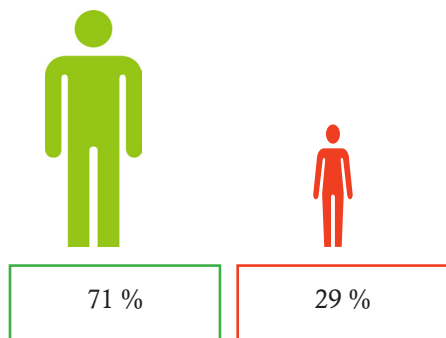
Further information: [here](#)

## 25 - 29 July

**Ottawa, Canada.** *Training. International Workshop on Gender Training.*

A joint collaboration involving Gender Equality Incorporated and Mosaic International, Inc., this five-day intensive workshop will engage men and women in mastering key concepts related to gender, empowering them to apply gender analysis and gender sensitive strategies in practical and useful ways at their respective organizations. The programme is designed for a wide audience, from gender specialists in government and at NGOs to academics and students seeking practical insights.

Further information: [here](#)



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 29 per cent<sup>2</sup> of these positions, as compared to 29 per cent in November 2010 and 30 per cent in May 2010.

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

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

**Gender Section  
Office of the Secretary General  
Wallnerstrasse 6  
A-1010 Vienna**

*For subscriptions and other information on the e-newsletter, contact: [equality@Tosce.org](mailto:equality@Tosce.org)*

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