



The Gender Monitor



Women and Security

OSCE Should Claim the Forefront

Stronger Implementation of Commitments Needed

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- **An Interview** with Alice Ackermann, Senior Operational Adviser at the OSCE Conflict Prevention Centre



By Christine Moser and Timo Kantola

The OSCE has a justifiable reputation of being a front-runner and a model for regional co-operation, in view of both strong commitments and practical tools to promote co-operation among the participating States. From the very beginning, since the 1975 Helsinki Final Act, the OSCE has been founded on a comprehensive approach to security. This is something that all international organizations are aspiring for today.

The OSCE should also claim the forefront in promoting gender equality. No broad concept of security can prevail if half of the population is ignored. Gender promotion is part of the OSCE's broad concept of security and contributes to the implementation of OSCE commitments among the participating States. It is a win-win for both the participating States and for the organization - everyone benefits from increased co-

operation.

The 2004 Gender Action Plan remains the key undertaking within the OSCE for promoting gender equality. Now, it would be timely to assess the results achieved over the past years. What has changed, and what has not? What more could be done to ensure effective implementation of the Action Plan? We believe that it would be useful to look at issues such as the recruitment practices and procedures of the organization, ways to further enhance the mainstreaming of gender aspects in the field mission and in effective implementation of mission mandates, and the role of the OSCE participating States.

The OSCE could also step up efforts to promote the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security. This landmark resolution is equally important for all the UN member states, not just for countries in conflict, and the OSCE provides a good framework to advance the goals of this resolution. Indeed, in 2005 Ministers took two decisions concerning *Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation*, as well as *Pre-*

venting and Combating Violence against Women, thereby translating Res. 1325, and subsequent resolutions, into the specific OSCE context. In 2011, they reaffirmed this approach by urging participating States to implement Security Council Resolution 1325 by ensuring increased representation of women at all levels in conflict resolution and peace processes.

Currently, the OSCE participating States provide information on their national implementation activities related to UNSCR 1325 on a voluntary basis. This takes place through the information exchange on the code of conduct on Politico-Military Aspects of Security. This mechanism could be improved by stepping up the quality of the information and increasing the number of participating States providing information

However, the OSCE could do even more. By encouraging participating States to adopt National Action Plans the OSCE could serve as a platform to exchange views and good practices on such National Action Plans. In addition, it would be useful to review the follow up activities to National Action Plans in the OSCE context.

We should also look beyond the establishment of Na-

FROM THE FIELD

- OSCE Project Co-ordinator in Uzbekistan
- OSCE Project Co-ordinator in Ukraine
- OSCE Office in Tajikistan
- OSCE Centre in Bishkek

RECOMMENDATIONS

- A selection of reports and resources on women and mediation and other gender-related issues

NEWS IN BRIEF

UPCOMING EVENTS

STATISTICS

tional Action Plans for 1325. There is much to be done to mainstream 1325 into the OSCE field missions and in the OSCE's activities on all the three dimensions as well as on so called transnational threats. We should look at OSCE-wide efforts to promote the implementation of 1325. Should we consider preparing an OSCE Action Plan for the implementation of 1325? Or should we at least have a specific checklist as a tool to focus on the implementation of 1325? In our view, the answer to such questions is "yes".

The 2004 Action Plan and support for 1325 implementation are two key areas for advancing gender issues within the OSCE, and perhaps the most important at this moment. Of course, there is a broader agenda and much is being done throughout the organization to mainstream gender issues in our work. One good example is the decision on Promoting Equal Opportunity for Women in the Economic Sphere, which was adopted in the Vilnius Ministerial meeting in December last year. It is great that also the Secretary

General of OSCE is investing a lot of effort in promoting gender equality.

It is popular to talk about gender mainstreaming but to make it happen is not such an easy task. Attention should be given to both strong political commitments and to strong implementation and practical work. But perhaps most important is to have genuine engagement of participating States, and willingness to work together to promote gender issues in the OSCE area. As such, the promotion

of women and security clearly is a topic for a "Helsinki+40" roadmap.

H.E. Christine Moser is Permanent Representative of Austria to the OSCE

H.E. Timo Kantola is Permanent Representative of Finland to the OSCE

Interview with Alice Ackermann, Senior Operational Adviser at the OSCE Conflict Prevention Centre ROLE OF WOMEN IN MEDIATION IS CRUCIAL

Peace agreements tend to disregard gender-related issues when women are not involved

By Zaeem Ashraf

The lack of a gender aspect in mediation is quite striking. What are the consequences of this circumstance?

Although the role of women in mediation processes is crucial, there continues to be a lack of women in peace negotiations. The fact that women are often excluded from peace talks can have serious consequences for the outcome of a peace process. Evidence shows that peace agreements tend to disregard gender-related issues when women are not involved. It is therefore vital that mediated peace processes are inclusive of women, either as mediators or as representatives within the various parties. In post-conflict phases we see that there is substantial opportunity to reconstruct the state, but such efforts must include equal representation of and equal opportunities for women. Therefore women's issues need to be raised in peace negotiations and included in final peace agreements.

What role do female mediators have?

Obviously women mediators can bring a gender perspective into the peace process. But in general there should not be any difference between male and female mediators. Regardless of their gender, mediators should adhere to a certain code of conduct or to principles that guide the profession of mediation, such as impartiality or the commitment to confidentiality. In principle, all mediators should have a keen awareness of gender-related issues and make sure that these are reflected during the negotiations and in the peace agreement.

International organizations are increasingly becoming aware of the necessity to include a gender perspective in mediation in order to enhance the sustainability of peace agreements. Therefore, a number of international organizations are training their mediators to include a gender

perspective in mediation processes.

It is also important to distinguish between formal and informal mediation and different levels of a mediation process. Female mediators can more often be found in informal and local settings. Zuhra Ahmedova, the Head of the NGO New-Vita, which is active in Kyrgyzstan, is a good example of how female mediators can make a difference on the local level.

Lastly we still need more research and empirical evidence in order to draw well-founded conclusions on the special role of female mediators and their impact on the mediation process. Therefore, the roundtable on *Enhancing the Role of Women in Conflict Mediation in the OSCE Region* on 22 October 2012 in Vienna is an important event.

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 Project Co-ordinator in Uzbekistan

Training Course on Responding to Domestic Violence



On 25 April 2012, a training seminar organized by the OSCE Project Co-ordinator in Uzbekistan on the criminal justice

response to domestic violence took place in Tashkent.

The course, taught by experts from Italy, Israel and Ukraine, brought together 25 academic staff members of the Police Academy, criminal justice police investigators, police officers and representatives of Uzbekistan's Interior Ministry. The participants shared experiences and learned about practices in dealing with domestic

violence in other OSCE participating States. The electronic version of the OSCE publication "Bringing Security Home: Combating Violence against Women in the OSCE Region, a Compilation of Good Practices" was distributed to participants.

The training course constituted a part of a larger co-operation project with the Police Academy in Uzbekistan.

OSCE Project Co-ordinator in Ukraine

Women Working to Resolve Conflicts between Law Enforcement and the Media

It is not uncommon that in the midst of a noisy demonstration, a crowded festivity or in the heat of street violence, police officials and reporters find each other in confrontation. In Ukraine, women are at the forefront of efforts on building bridges between the two sides.

Oksana Romanyuk, a representative of the NGO "Reporters without Borders" in Ukraine, campaigned actively to engage law enforcers in a dialogue that would change their approaches to achieve better safety and security of journalists. Oksana Romanyuk persuaded the police to sit down and work together with

media NGOs to develop guidelines on how to deal with reporters during public events. At the same time, she is at the core of discussions within the journalist community about addressing concerns of the police.

Daryna Chepak, a well-known Ukrainian journalist, assumed the position of Press Secretary of Ukraine's President in 2011, and from the first day she had to deal with conflicts between journalists and state security. Having proposed the "open dialogue" format, Ms. Chepak now moderates a wider dialogue between state authorities and the journalist community, addressing burning issues of media freedom. "I know only one solution to the problem – and that is dialogue, an open conversation", says

Ms. Chepak.

Viktoria Siumar heads the NGO "Institute of Mass Information" in Ukraine. For years she has been monitoring abuses of journalists rights in Ukraine, now her accumulated expertise is the basis of dialogue of media community with the prosecutors and police officials aiming to establish a more secure work environment for media professionals.

The expertise, advice and support of these women have been crucial for the development of a new OSCE project on *Assistance in Improving Practices of Relations between Ukraine's Law Enforcement Agencies and Media Professionals*.

OSCE Office in Tajikistan

Special Police Units Are Handling Cases of Domestic Violence

The OSCE Office in Tajikistan cooperates with the Ministry of Internal Affairs on the overall process of police reform. Special attention is given to key issues in day-to-day policing, such as strengthening police officers' investigative techniques in combating

trafficking in human beings, as well as promoting greater awareness of the international human rights standards that cover every stage of the criminal justice process. In August 2010, the Minister of Internal Affairs inaugurated the first two police stations specifically equipped to work with cases of domestic violence in Dushanbe. Since then, three additional

such special units were established, all with the support of the OSCE Office in Tajikistan. The special units are located in Kulyab, Kurgan-Tube and Khojand. The staff in each of the special units includes a female police inspector who has been trained to handle cases of domestic violence.

OSCE Centre in Bishkek

Supporting Mediation Initiatives

Women in Kyrgyzstan play an active role in state institutions and in civil society. At the same time, the fragile political situation also affects the advancement of women in society. In order to promote the involvement of women in conflict prevention and mediation, the Centre in Bishkek has

been supporting a number of activities aimed at strengthening such potential. Within the framework of a project focusing on building a public-private network of mediators, "Yntymak Jar-chylary", women have been actively involved in the solution of disputes at community level. They have proven to be effective negotiators and active agents in the society. The Centre also

supports the network of "Women Initiative Groups" (WIG) consisting of prominent women members at community level and promoting local responses to crisis prevention and reconciliation, violence against women, gender-based discrimination and women's empowerment in decision-making.

Spotlight on...

Interview with Dr. Christiane Agboton-Johnson WOMEN BRING SPECIAL SKILLS

Why women need to be included in conflict prevention and conflict resolution

By Janina Ziesche

Dr. Christiane Agboton-Johnson has been Deputy Director of the United Nations Institute for Disarmament Research (UNIDIR) from 2008-2012. She holds a PhD in Ontological Studies and worked as Dental Surgeon and as Professor at the Cheikh Anta Diop University in Dakar, Senegal before entering international affairs and the field of disarmament. She has been active in West Africa as founding director of MALAO (Movement against SALW in West Africa), the West African Action Network on Small Arms, and is a member of the International Action Network on Small Arms (IANSA), of the UNSG Advisory Board on Disarmament Matters and of the ECOWAS Advisory Board on Small Arms Control. On 22 May 2012, Dr. Agboton-Johnson travelled to Vienna and addressed the *OSCE Meeting to Review the OSCE Plan of Action on Small Arms and Light Weapons* on the role of women in the promotion of a gun-free culture.



Janina Ziesche, OSCE Gender Section (left) and Dr. Christiane Agboton-Johnson

When addressing the problem of small arms and light weapons (SALW) and conflict in general, women can play a crucial role. Could you elaborate a bit on the ways in which women can help in this regard and add a different perspective to the issue?

First of all, from my point of view, women can not only play a significant role in conflict resolution, but also in conflict prevention. The usual way of dealing with SALW and conflict is mostly a reaction to an already existing problem. But women have a special skill set, because they are at the entry points to their communities. They are always aware of what is happening, and they can be brought in to gather more information and work on the root causes of conflict. In my opinion, we need to adopt a more holistic approach to conflict prevention and resolution that brings in women at all levels, including the decision-making level. For instance, they also need to be part of national co-ordination agencies

which implement programmes or international tools. They bring another angle of analysis to the policy and research, and sometimes they can bring a solution to the problems.

What are the obstacles for women to become involved, let's say, with SALW issues?

I do not think that men simply do not want women to participate. They just don't think about it. What we need is a shift in the minds of people. This is also connected to the need for security sector reform that includes gender mainstreaming. A brain is a brain – if people are well-trained, they can work in any part of the system, customs, police etc. – whether they are a man or a woman.

Could you give us examples of the successful integration of women in security issues in Senegal? Did you implement any projects in this regard?

Perhaps you know that in Senegal there has been a rebellion for years. In 2008, I was working with women on arms collection projects on the community level. I knew that if we wanted to be successful, we had to involve the women. They know what is going on in their community and they know whom to see and where – including the rebels. I did not have any problem to meet with the leaders of the rebellion. But apart from talking to the leaders, it is also vital to have someone who can approach and talk to the troops. This is where the women come in. But the women also need to be sensitized and trained, then they can reach out better to the people in their communities.

We also connected the arms collection project with a development project. Once the weapons were collected and the region was more secure, people could breed cattle and harvest fruits. We showed them how to process milk and fruit into products such as jam, syrup or cheese. And

everyone realized: if our region is more secure, we all benefit from the peaceful atmosphere. So another positive effect, apart from the increase in security, was that the project meant economic empowerment for the women.

But it is also important to work on the national level, for instance, I was once involved with the work of the National Commission in Senegal. In this context it is important to establish a Minister of Women's Affairs who is involved in the work of the Commission. Women do not only need to be on the ground, on the community level, but they also need to be where the decisions are taken.

In Senegal it was very helpful to have women engaged, not only on community level but also on the national level, because results and lessons learnt can be transferred from the ground to the policy level and vice versa. Also, women need to be included in all formal peace discussions. They know their communities and are aware of things male members of the community are not aware of. And in order to achieve a sustainable peace agreement, all perspectives need to be taken into account.

Finally, women also need to be engaged on the regional level. It does not have to be a large number of women but there need to be some women who are

not afraid to speak up.

It has often been said that women are not included into the security debate because of the notion that security is a technical, military field that women do not quite fit in being too emotional or subjective. What would be your suggestion to change this attitude? What could you tell women who want to become involved in security issues?

I think that there are two parts of the problem. There are women in security forces, and I do not think that they have any problem about being too emotional or subjective. The notion that security is not an area for women is rooted in our society. And women are not only excluded by men, but also by themselves. Concerning men, the problem might well be the perception that women are too emotional or too weak. This is the first part of the problem. The second part is that you need to have in mind that everything related to security is called "defence" and there are multiple barriers to this, not only for women but also for men. For many years, civil society as a whole was not informed about things happening in the military sphere. This is what can be called "the narrow vision of security".

The real gender issue is the organization of our society that still assigns different roles to men and women. The traditional – and still

widespread – idea is that a man's role is to protect the family. That means he is the one in charge of security, while women are in charge of the house and the children. It is in often dramatic situation that women take over the role of the protector, for instance when the men go to war. They step into the breach and they take care of everything. Now my question is: why don't you use all this energy to prevent the conflict? I agree that we need to empower women, but there is also a need to change the attitude that security and protection is just the role of men. It is the role of both men and women. Together. And this is where I think you could develop very interesting sensitization, education and training programmes.

Women also need to be convinced that they can do it and that they can continue to fulfil these tasks when the men return home from the war. A potential way forward is to share lessons and expertise from everywhere in the world. You could have women coming from Africa, Latin America and the Caribbean, for instance bringing together different women organizations. After all, we do not have to reinvent the wheel. It is more important to share experiences, learn from them and start building bridges.

NEWS IN BRIEF

Astana and Almaty, Kazakhstan. From 16-18 May 2012, Ambassador Miroslava Beham, OSCE Senior Adviser on Gender Issues, visited Kazakhstan where she discussed gender issues and exchanged experiences with Kazakhstani officials, civil society, academics and journalists. Furthermore, Beham delivered a lecture on the topic "Gender Issues as an Approach to Security in the OSCE Region" at the Al-Farabi Kazakh National University in Almaty. On May 18 she addressed the audience at a high-level conference on "Gender Aspects of Society's Modernization" at the Kazakh Women State University on the strategy and best practices in promoting gender equality in the OSCE region. "A gender perspective is an important part of the OSCE's comprehensive approach to security," Beham said during the visit. "If we want to achieve security and lasting peace in any society, we cannot ignore gender issues and women's rights."

Vienna, Austria. On 4 June 2012, the OSCE Gender Section was joined by a new colleague. Ms Kristen Cordell from the United States will focus on projects in the economic and environmental sphere. Kristen worked several years as a Gender Advisor within the United Nations system, including posts in Lebanon, Liberia and the DRC. Her background is gender, peace and security with an additional focus on displaced women and girls and gender based violence.

Recommendations

Resources ...

A Six-Step Action Plan Gender Equality in Elected Office



**Gender Equality
in Elected Office:
A Six-Step
Action Plan**

Recently, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) has

released this document, an ODIHR-commissioned study which

explores trends in women's political participation across the OSCE region.

Professors Pippa Norris and Mona Lena Krook propose a comprehensive six-step plan to increase women's political participation as political party members, as political decision-makers and as candidates for public office. The Study forms the basis for a newly-launched OSCE/ODIHR project on "Women in Political Parties" that aims to build the capacity of political parties to develop and implement different voluntary measures to enhance women's participation in political parties.

Synopsis from: <http://www.agora-parl.org/node/3490>

Women, Peace, and Security Handbook Compilation and Analysis of United Nations Security Council - Resolution Language 2000-2010



The handbook is a publication of the PeaceWomen Project of Women's Interna-

tional League for Peace and Freedom (WILPF) and was written by Maria Butler, Kristina Mader and Rachel Kean. Written for the 10th anniversary of UNSCR 1325, the handbook assesses the degree to which the Security Council has internalised the thematic agenda, women, peace and security, specifically in its country-specific resolutions. The analysis assesses the consis-

tency with which Council resolutions reflect the language and intent of SCR 1325. The piece makes critical recommendations and explores good practices.

The report can be accessed at: http://www.humansecuritygateway.com/documents/WILPF_WomenPeaceandSecurityHandbook_CompilationandAnalysisofUNSCRResolutionLanguage2000_2010.pdf

Revisited Inclusive Security: A Curriculum for Women Waging Peace

**INCLUSIVE SECURITY:
A Curriculum for
Women Waging Peace**



Published in 2009, *Inclusive Security: A Curriculum for Women Waging Peace* is a resource for policymakers and practitioners who want to better include women in peace processes.

This unique tool draws on more than a decade of original research and training by The Institute for Inclusive Security and accomplished women peace build-

ers from areas including Afghanistan, Bosnia, Colombia, Haiti, Iraq, Israel & Palestine, Northern Ireland, Rwanda, and Sudan.

Eight modules contain training plans, activity guides, Power-Point presentations with lecture notes, videos, and role-playing exercises that simulate real-world peace processes. It is designed for experienced trainers and is structured to foster strong coalitions, to enhance problem-solving abilities, to bolster confidence, and, most significantly, to result in a concrete agenda for advancing women's participation in peace and security."

Synopsis from: http://www.huntalternatives.org/pages/7811_inclusive_security_a_curriculum_for_women_waging_peace.cfm

Women's Media Center The Status of Women in the US Media 2012



The Women's Media Center – founded by Jane Fonda, Robin Morgan, and Gloria Steinem – has the goal of making women visible and powerful in media. The report shines a light on the

status of women in media and underscores the crucial need to hold media accountable for an equal voice and equal participation.

Synopsis from: <http://www.womensmediacenter.com/pages/statistics>

Recommendations

A Europe 2020 Initiative

Women in Decision-Making in the EU: Progress Report



The European Commission decided to reassess the situation of gender diversity in leading business positions and the results of self-regulatory efforts, notably of the “Women on Board Pledge for Europe”. The report examines the situation on the basis of the most recent figures from January 2012

and compares them to the report published last year.

To read the report, please click here: http://ec.europa.eu/justice/gender-equality/files/women-on-boards_en.pdf

Challenging sexual and gender-based violence in institutional settings

Mobilising Men in Practice



Men need to be involved in reflective, in-depth discussions and comprehensive campaigns focused on ending violence against women. This report documents the work of such an effort, the Mobilising Men initiative, led by the Institute of Development Studies (University of Sussex in Britain) with support from UNFPA.

Through partnerships with civil society groups in India, Kenya and Uganda beginning in 2009, the initiative trained men to be team activists in seeking gender balances. By immersing the par-

ticipants in a programme of dialogue and action that challenge the inherent nature of male privileges and power structures in society – government, academia and workplace – the men learned a lot about themselves and how they can begin to address inequities.

By providing step-by-step tools, discussion topics and stories about the Mobilising Men participants, the publication acts as a guide for activists to instil change in institutions that impede women’s progress through both subtle and obvious barriers.

Synopsis from / report available on:

<http://www.unfpa.org/public/home/publications/pid/10046>

IOM

Migration Initiatives 2012



This document outlines key migration issues and presents IOM’s regional strategies, proposed activities and funding needs. Through this document, IOM presents a set of key priorities that the Organization aims to address to keep pace with the constantly evolving global migration environment.

To access the report, please use the following link: <http://www.iom.int/jahia/webdav/site/myjahiasite/shared/shared/mainsite/published/docs/books/Migration-Initiatives-Appeal.pdf>

Upcoming Events

22-23 June 2012

Prishtinë/Priština, Kosovo. The OSCE Mission in Kosovo together with the Assembly of Kosovo Women's Caucus is organizing a regional conference on *Empowerment of Women in Decision-Making* on 22-23 June 2012. The conference will bring together women politicians and women activists from civil society as well as representatives from NGOs and international organizations to exchange experiences on women's empowerment in politics and to enhance co-operation among each other.

26 June 2012

Vienna, Austria. The OSCE Secretariat's Gender Section will organize a second Gender Breakfast on "Women and Security: An Approach to Inclusiveness". Taking place on the margins of the OSCE Security Days on 24-25 June 2012 and the OSCE Annual Security Review Conference on 26-28 June 2012, the event is designed to raise awareness of the importance of including a gender aspect into the security debate.

6-7 September 2012

Vienna, Austria. The OSCE Gender Section is hosting a two-day expert roundtable on *Women as Agents of Change*. The event will examine the situation of women in migrant, minority, and Roma and Sinti communities who can be especially vulnerable to inequality. At the same time, they can be strong agents for social integration and important contributors to economic development. The roundtable aims at raising awareness on the situation of women in these communities and at encouraging development or revisions of relevant policies aimed at empowering women from these communities.

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>

STATISTICS



Women currently occupy **31 per cent¹** of **higher management positions**, as compared to **30 per cent** in March 2012.



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 June 2012.



Participants at an OSCE training seminar in Uzbekistan (also see p. 3).

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