



# **Women Building Democracy: Mediation Processes and Mentoring Networks**



# **Mediation Processes**

## International Legal and Policy Framework

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- CEDAW
- Beijing Platform
- Seven UNSC resolutions on Women, Peace and Security

## OSCE Policy Framework

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- OSCE Action Plan for the Promotion of Gender Equality (2004)
- MC Decision No.14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation (2005)
- MC Decision No. 03/11 on The Conflict Cycle (2011)

## MC Decision 14/05 Women In Conflict Prevention, Crisis Management And Post-Conflict Rehabilitation

Recognizing that **UNSCR 1325 (2000)** links gender equality and security, focusing on the role of women in matters of peace and security at all levels;

Calling on pS and OSCE structures... **to empower women's organizations**; to **engage women's peace initiatives**; to encourage the **full and equal participation** of women and women's organizations in conflict prevention, **conflict resolution** and post-conflict rehabilitation.

## Women in Mediation Processes

### •Dayton Accords, Bosnia 1995:

- 0% of signatories, mediators, witnesses or negotiating teams

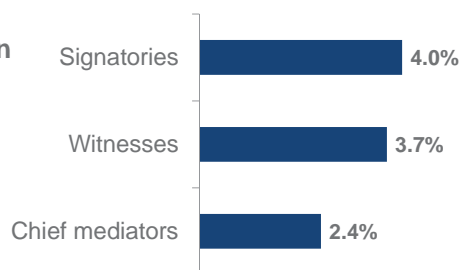
### •Good Friday Agreement, Northern Ireland 1998:

- 10% signatories and negotiating teams (2)

### •The Ohrid Peace Agreement, FYROM, 2001:

- 5% of negotiating teams (1)

### Women in peace negotiations 1992-2011



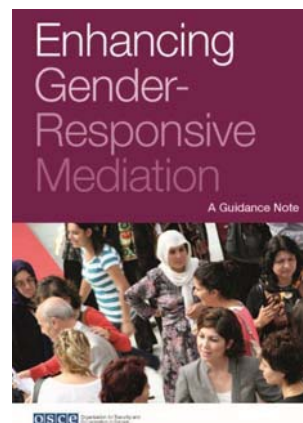
## Current Mediation Efforts in OSCE Field Operations

- **OSCE Centre in Bishkek** supports local women's organizations working in community mediation processes.
- **OSCE Mission to Moldova** promotes awareness among local actors, including women's NGOs, of the negotiation process and its impact, including social issues.

## Gender Responsive Mediation

**High Level Training:**  
Gender Section and CPC partnering on a high level training for HoMs, DHoMs and CiO PRs on gender responsive mediation processes.

**Goal:** Impact the mediation processes in which the OSCE has an active role



## Mediation: Process Design

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- Research and conflict analysis
- Pre-deployment training for mediators
- Knowledge management and operational guidance
- Budget
- Monitoring and evaluation

## Mediators

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- Act as a role model
- Convene separate information sessions
- Offer training to build expertise
- Reach out to the public
- Gender Adviser on staff

## Women's Representation in Mediation Processes

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Special measures

Quotas

Mentoring schemes

## Civil Society Participation

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- Women's organizations:
  - >Are active stakeholders;
  - >Are a rich source of information;
  - >Diversify the range of stakeholders present and the problems identified and solutions proposed.

## Cooperating with women's organizations:

- Deliver and exchange information
- Set up consultation mechanisms
- Identify negotiation topics
- Facilitate training
- Organize common activities

## The Security Agenda:

- What security concerns do women and girls have?
- Are women particularly vulnerable in certain situations?
- Are there gendered patterns of violence and what measures exist to counter these?
- Do men and women have equal access to services, benefits, entitlements and opportunities?
- Have gender specific health needs been addressed?
- How can women be included in security arrangements?

## The Empowerment Agenda

- Development of a national gender equality strategy
- Establishment of a national women's commission
- Formation of women's caucus in parliament
- Introducing time limited gender equality quotas
- Development of national action plans
- Provide training on gender analysis
- Access to grants and loans for economic empowerment
- Allocation of budgets

## Reaching an Agreement

- Gender experts should be involved through out the different stages of drafting peace agreements
- Gender provisions drafted clearly
- Gender sensitive language
- Clear understanding of gender implications of agreement
- Women's active participation throughout planning, implementation and monitoring peace agreements
- Aim for 40% women/men in oversight commissions
- Mechanism to review progress established



## Mentoring Networks

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## Women in Leadership and Decision Making

- Entrepreneurs
- Business Owners
- Corporate Boards
- Mayors
- Parliamentarians
- Ministerial Positions

## How do we achieve leadership positions?

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Necessary:

- Education
- Loan/Capital
- Childcare

But is this sufficient?

## What are the obstacles women are facing?

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“Socio-economic barriers, long-standing cultural stigmas and repressive legal codes create challenges for women’s inclusion.”

*OSCE Secretary General  
Lamberto Zannier*

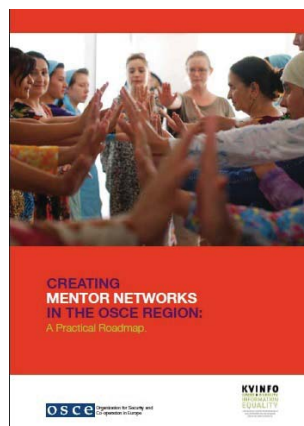
## ....Networking

Social exclusion contributes to instability and insecurity. Networking, in particular for women from marginalized and vulnerable groups, can be an important way to address social exclusion and empower women.

And particularly useful for women from marginalized communities such as Roma and Sinti, rural women, displaced women, etc

## KVINFO – Danish Centre for Information on Gender Equality and Diversity

Established a Mentor Network pairing **refugee and immigrant women** (mentees) with **women who are well established** in Danish society and labour market (mentors).



## Mentoring in OSCE Region

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- Rural women and Roma women (OSCE Mission to Serbia)
- Professional women (OSCE Mission in Kosovo)
- Entrepreneurial women (Project Coordinator in Baku)

## THANK YOU!

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Questions?

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