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The role of the OSCE in ensuring gender equality into policies and practices

O. Loshchykhin

ORCID ID 0000-0001-9689-1650

University of the State Fiscal Service of Ukraine, Irpin, Kyiv region, Ukraine

N. Kaminska

ORCID ID 0000-0002-7727-4056

National Academy of Internal Affairs, Kyiv, Ukraine

N. Romanova

ORCID ID 0000-0002-3622-8694

Taurida National V.I. Vernadsky University, Kyiv, Ukraine

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- 1) University of the State Fiscal Service of Ukraine, Irpin, Kyiv region, Ukraine
 - 2) National Academy of Internal Affairs, Kyiv, Ukraine
 - 3) Taurida National V.I. Vernadsky University, Kyiv, Ukraine
- ORCID ID 0000-0002-3622-8694

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The Organization for Security and Co-operation in Europe (OSCE) as an organization that has been dealing with security issues in the world for a long time, comprehensively covers the factors that affect them. One of them is the observance of human rights as the highest social value, which among other things, includes the achieving gender equality and empowering all women and girls. In the process of the establishment of the OSCE, a new policy was created that embodied in practice. It was based on norms of United Nations Security Council resolutions on women, peace and security and other international normative-legal acts in the field of gender equality. As a result, have been created their own mechanisms for combating with gender inequality for achieving gender equality and empowering all women and girls, peace and security which the world community can use as a model for change.

Key words: *gender equality; security; OSCE; policy; peace.*

Introduction

In the twenty-first century, the issue of achieving gender equality and empowering women and girls in the security sector is becoming increasingly important. International organizations, including The Organization for Security and Co-operation in Europe, promote the development of legislation in this area, introduce new approaches to achieving this goal, direct their policies to apply the principle of gender equality in their work and conduce to the same steps of the entire community.

Everyone has the right to liberty and security of person, and all are equal before the law and are entitled without any discrimination to equal protection of the law. Liberty as the ability to act at your own discretion (to choose a profession, a place of work etc) and non-discrimination (of this choice) are closely related and equate the essence of gender equality.

The purpose of the article

is to analyze the state of scientific researches and normative-legal basis of formation of international

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standards of gender equality, determine the role of the OSCE in ensuring and implementation of these standards.

Theoretical bases of the research

Theoretical bases of the research in the basis of the research methodology are the general theoretical and special methods of scientific knowledge, principles and approaches regarding the definition of concepts "gender equality", "parity democracy", their essence, content and forms, development trends at the present stage. . In particular, the dialectical logic method was used for the disclosure of the Evolution of International Standards of gender, gender equality. The use of analysis and synthesis methods made it possible to analyze the main directions and types of activities of the OSCE member states in this sphere. With the establishment-functional - to carry out the classification of tannins on the issues of gender level of the heart and institutions, which are designed to guarantee them on the national and international levels.

Some aspects problem of achieving gender equality and empower all women and girls are devoted to the work of such scholars as: D. Gomien, D. Harris, L. Zwaak, G. Becker, M. de Salvia, N. Onishchenko, M. Baymuratov, V. Lavrinenko, I. Lukashuk, A. Movchan, T. Melnyk, O. Vovchenko etc.

Results

The OSCE has been active since the 1970s as the Conference on Security and Co-operation in Europe (CSCE) for a military negotiation and only by a decision of the Budapest Summit of Heads of State or Government in December 1994 did it change its name to the present.

Now the Organization for Security and Co-operation in Europe (OSCE) is the world's largest security-oriented intergovernmental organization with 57 participating States in North America, Europe and Asia. The OSCE works for stability, peace and democracy for more than a billion people, through political dialogue about shared values and through practical work that aims to make a lasting difference. The OSCE is a forum for political dialogue on a wide range of security issues and a platform for joint action to improve the lives of individuals and communities. The organization uses a comprehensive approach to security that encompasses the politico-military, economic and environmental, and human dimensions. Through this approach, and with its inclusive membership, the OSCE helps bridge differences and build trust between states by cooperating on conflict prevention, crisis management and post-conflict rehabilitation (Who we are).

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, national minorities, democratization, policing strategies, counterterrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis (40 years of OSCE).

With its Institutions and Structures OSCE addresses issues that have an impact on our common security,

including politico-military dimension, economic and environmental dimension, human dimension, cross-dimensional. *Politico-military dimension* comprise arms control, border management, conflict prevention and resolution, countering terrorism, policing, reform and co-operation in the security sector. *Economic and environmental dimension* covers economic activities, environmental activities, good governance. *Human dimension* based on elections, human rights, media freedom and development, minority rights, Roma and Sinti, rule of law, tolerance and non-discrimination.

Cross-dimensional contain combating human trafficking, migration, *gender equality*, education, youth, cyber/ICT security, democratization.

The OSCE implements gender equality as part of cross-dimensional comprehensive view of security in policies and practices for ensuring respect for human rights, realization of human potential and foster peace.

Discussion

Gender equality. The OSCE recognizes that equal rights of women and men are essential to foster peace, sustainable democracy and economic development. The OSCE aims to provide equal opportunities for women and men, as well as to integrate gender equality into policies and practices, both within participating States and the Organization itself. With local partners, the OSCE initiates and runs projects across the OSCE region to empower women and build local capacities and expertise on gender issues. It co-operates with authorities in reviewing legislation and assists in building national mechanisms to ensure equality between women and men (*Gender equality*).

First, it is important to understand the difference between sex and gender and what the concept of gender equality includes. *Sex* describes the biological differences between men and women. *Gender* refers to the roles and responsibilities that are created in families, societies and cultures, which thus are considered appropriate for women and men in each society at a given time. It includes expectations about characteristics, attitudes and behaviors. Gender roles and expectations are learned. They can change over time and vary between different societies, cultures and groups. Gender roles can be modified by political status, class, ethnicity, disability, age or other factors. Since gender is a social construct, it can be modified and policies can have an effect to overcome what might be considered inherent power roles (UNESCO, 2014).

Gender equality exists when women and men enjoy the same status and have equal conditions, treatment, and opportunities for realizing their full potential, human rights and for contributing to and benefitting from economic, social, cultural and political development. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on their sex or gender. Gender equality is therefore the equal valuing by society of the similarities and differences between women and men and the different roles that they play. It is not about sameness (*UNESCO, Measuring Gender Equality in Science and Engineering, 2017*).

Consequently, the obvious difference between these categories suggests that sex equality and gender equality cannot be identified. As a person is a biological and social being, sex and gender can also be correlated. Because sex implies the biological properties of man, and gender - social, namely inextricably linked with society. The concept of sex equality is not used at all in official sources of international organizations in the context of achieving gender equality and is not a subject of consideration.

The OSCE has adopted a number of legal acts to achieve gender equality: Code of Conduct on politico-military aspects of security, 3 December 1994; Ministerial Council Decision 14/04 Action plan for the promotion of gender equality, 7 December 2004; Ministerial Council Decision 14/05 Women in conflict prevention, crisis management and post-conflict rehabilitation, 6 December 2005; Ministerial Council Decision 15/05 Preventing and combating violence against women, 6 December 2005; Gender and Security Sector Reform Toolkit, 13 February 2008; Ministerial Council Decision 7/09 Women's participation in political and public life, 2 December 2009; Ministerial Council Decision 10/11 Promoting equal opportunity for women in the economic sphere, 7 December 2011; Guidance Notes on Gender in Security Sector Oversight, 7 May 2014; Ministerial Council Decision 7/14 Preventing and combating violence against women, 5 December 2014 etc.

The main priority of the 2004 *Action plan for the promotion of gender equality* is providing specific training programs for OSCE staff on gender awareness and sensitization to gender equality in their daily work, promoting a professional and gender-sensitive management culture and working environment, applying strengthened and innovative recruitment strategies in the OSCE to increase the number of women working in the OSCE at senior levels.

In Ministerial Council Decision 14/05 *Women in conflict prevention, crisis management and post-conflict rehabilitation* was decided to: task the Secretary General report to the progress of the 2004 OSCE Action Plan for the Promotion of Gender Equality; task the Secretariat developing in co-operation with participating States, further measures to substantially increase the number of women in the OSCE Secretariat, institutions and field operations, in particular at senior and policy-making levels; invite OSCE participating States and the OSCE institutions to report at the Annual Security Review Conference also on the progress achieved in implementing the commitments contained in this decision (*Ministerial Council Decision №14/05 2005*).

Also Ministerial Council in Decision 15/05 *Preventing and combating violence against women* notes with regret that female victims of violence are too often left without protection and assistance and urges participating States:

1) to ensure that all female victims of violence will be provided with full, equal and timely access to justice and effective remedies; medical and social assistance, including emergency assistance; confidential counselling; and shelter;

2) to adopt and implement legislation that criminalizes gender-based violence and establishes adequate legal protection;

3) to provide in a timely manner physical and psychological protection for victims, including appropriate witness protection measures;

4) to investigate and prosecute the perpetrators, while addressing their need for appropriate treatment;

5) to promote the full involvement of women in judicial, prosecutorial and law enforcement institutions and to ensure that all relevant public officials are fully trained and sensitized in recognizing, documenting and processing cases of violence against women and children;

6) to meet the special needs for protection and assistance of girl victims of violence (*Ministerial Council Decision № 15/05, 2005*).

Gender and Security Sector Reform Toolkit presents best practices and recommendations for strengthening a gender perspective within the security sector. It addresses a broad pool of security sector institutions, including the armed forces, police and national parliaments, as well as providing insight on gender within the context of national security policy-making, justice reform, and border management (*Gender and Security Sector Reform Toolkit, 2008*).

(*Ministerial Council Decision №14/05, 2005*)

According to Gender and Security Sector Reform Toolkit two complementary strategies can be used to integrate gender issues – the needs and roles of men, women, boys and girls – into SSR and security institutions: gender mainstreaming and promoting the equal participation of men and women. These strategies can be applied both to the SSR process itself (e.g. by ensuring gender training for personnel responsible for SSR policy and planning) and to the institutions undergoing SSR (e.g. by including gender training for new recruits as part of a police reform process).

Gender mainstreaming is 'the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all spheres so that women and men benefit equally and inequality is not perpetuated.

Gender mainstreaming means that the impact of all SSR policies and programs on women, men, boys and girls should be considered at every stage of the program cycle, including assessment, planning, implementation, monitoring and evaluation. For example, mainstreaming gender into an SSR assessment involves including questions to identify the different insecurities faced by men, women, girls and boys. The results of the assessment might in turn highlight the need to include 'gender initiatives', and/or initiatives that address the particular security needs of women, men, boys or girls within the SSR process.

Gender initiatives focus on enhancing the security sector's awareness of and response to the different security experiences, needs and roles of men, women, girls and boys. Men, women, boy and girl-specific initiatives are designed to deal with the particular security needs of each group.

Measures to promote the equal participation of men and women (also known as gender balance) seek to uphold men and women's right to participate in decision-making on SSR and security in general. As men are highly over-represented within SSR processes and security sector institutions, this strategy usually focuses on increasing the recruitment, retention and advancement of women, and ensuring the participation of civil society organizations, including women's organizations.

Ministerial Council Decision 7/09 *Women's participation in political and public life* calls on the participating States to:

1) consider providing for specific measures to achieve the goal of gender balance in all legislative, judicial and executive bodies, including security services, such as police services; 2) consider possible legislative measures, which would facilitate a more balanced participation of women and men in political and public life and especially in decision-making; 3) encourage all political actors to promote equal participation of women and men in political parties, with a view to achieving better gender-balanced representation in elected public offices at all levels of decision-making; 4) consider taking measures to create equal opportunities within the security services, including the armed forces, where relevant, to allow for balanced recruitment, retention and promotion of men and women; 5) develop and introduce where necessary open and participatory processes that enhance participation of women and men in all phases of developing legislation, programs and policies; 6) allow for the equal contribution of women and men to peace-building initiatives; 7) take necessary steps to establish, where appropriate, effective national mechanisms for measuring women's equal participation and representation; 8) support, as appropriate, non-governmental and research bodies in producing targeted studies and awareness-raising initiatives for identifying specific challenges in women's participation in political and public life and, in promoting equality of opportunities between women and men; 9) encourage shared work and parental responsibilities between women and men in order to facilitate women's equal opportunities to participate effectively in political and public life (*Ministerial Council Decision 2009*).

Decision 10/11 *Promoting equal opportunity for women in the economic sphere*, of Ministerial Council calls on the participating States to:

1) collect and analyze data to identify and address obstacles preventing women from fulfilling their potential in the economic sphere and, as appropriate and in accordance with national legislation, to support non-governmental and research bodies in producing targeted studies, including on good practices;

2) assess the allocation of budgetary resources for promoting gender equality in the economic sphere and take concrete measures that lead to women's equal opportunity for economic participation and equal access to social protection, and that support quality as well as full-time and/or self-employment;

3) facilitate the development of women's entrepreneurial and other work-related skills, and, incorporate gender aspects, with particular attention to women, in migration policies, in order, inter alia, to prevent human trafficking and re-trafficking;

4) initiate or strengthen policy and legal measures, including positive action measures as appropriate, that would facilitate and protect equal opportunity for participation of women in the labor market, including through the expansion of childcare and nursing facilities;

5) identify concrete actions aimed at promoting equal opportunities for women in the economic sphere and, where appropriate, establish effective national mechanisms for

monitoring progress in this field, such as on closing pay gaps;

6) promote the sharing of domestic work, and parental and caregiver responsibilities, by expanding paternity leave; promoting non-discriminatory employment policies and practices and equal access to education and training; taking measures to facilitate combining employment with family responsibilities; and seeking to ensure that any structural adjustment policies and programs do not have an adversely discriminatory effect on women;

7) support the development of the necessary environment for successful policy formulation and implementation through targeted information and awareness-raising activities regarding the benefits of measures taken to promote the equal opportunity for participation of women in the economic sphere and to combat the social exclusion of women and discrimination against them;

8) introduce measures and engage in dialogue with the private sector to provide equal opportunities for women's professional advancement and to close pay gaps;

9) develop and strengthen measures, as feasible, that lead to increased diversification in employment sectors that are traditionally male or female-dominated;

10) encourages the Partners for Co-operation to voluntarily implement the provisions of this decision (*Ministerial Council Decision, 2011*).

Guidance Notes on Gender in Security Sector Oversight includes Integrating Gender into Oversight of the Security Sector by Ombuds Institutions & National Human Rights Institutions, Integrating Gender into Internal Police Oversight, Integrating a Gender Perspective into Internal Oversight within Armed Forces. It is all a practical resource for institutions to achieve gender equality (*Guidance Notes on Gender in Security Sector Oversight, 2014*).

Ministerial Council Decision 7/14 *Preventing and combating violence against women* is about legal framework (request, as appropriate, opinions produced by the ODIHR on legal and policy frameworks for preventing and combating violence against women, including domestic violence), prevention (strengthen efforts to reach out to the public through public awareness and sensitization activities, in order to address negative stereotypes, attitudes, and prejudices which contribute to all forms of violence against women), protection (ensure that victims of all forms of violence against women receive timely and adequate information on available legal measures and support services, such as sexual violence crisis centers, shelters or other relevant structures, as well as healthcare, and to ensure that they are easily accessible) prosecution (strengthen the efforts to investigate, prosecute and punish the perpetrators of all forms of violence against women and provide victims with protection and appropriate remedies), partnership (enhance co-operation with relevant stakeholders of international and regional organizations) (*Ministerial Council Decision, 2014*).

The OSCE *actors for the promotion* of gender equality is on *decision - making bodies* - Summit, Ministerial Council, Permanent Council, Three-committee structure; *implementing and monitoring* - Gender Section, Office of the Secretary General, Office for Democratic Institutions and Human Rights, Office of the Representative of the Freedom

of the Media, High Commissioner on National Minorities, Parliamentary Assembly – Special Representative on Gender Issues; *including gender issues in all OSCE activities* - Gender Focal Points in the Secretariat, Gender Focal Points in Field Operations, Training Section (*Gender matters in the OSCE; Kaminska N., Romanova N., 2018*).

Summit is the highest political body: Meeting of Heads of State or Government, irregular meetings. The last summit meeting took place in 1999 in Istanbul. Open to all delegations and Mediterranean and Asian Partners for Co-operation, other international organizations and nongovernmental organizations. *Ministerial Council* is meeting between the Ministers of Foreign Affairs from the 56 participating States, meeting once per year except on years during which there is a summit. *Permanent Council* is the OSCE's regular body for political consultation and decision making. Includes the 56 Ambassadors to the OSCE, meeting every Thursday. *Three-committee structure* is counsellors from the 56 participating States discuss issues from the three dimensions:

- (1) politico-military,
- (2) economic and environmental,
- (3) human dimension.

Gender Section, Office of the Secretary General supports OSCE political bodies, executive structures and participating States to implement the Gender Action Plan. Provides technical assistance, guidance, tools and capacity building to various OSCE stakeholders and staff. Monitors the gender-related cross dimensional implementation of gender related decisions. *Office for Democratic Institutions and Human Rights* observes elections and promotes Human Rights, democracy, tolerance and rule of law. *Office of the Representative of the Freedom of the Media* monitors violations of the freedom of expression. *High Commissioner on National Minorities* seeks early solutions to ethnic tensions. *Parliamentary Assembly – Special Representative on Gender Issues* facilitates dialogue between the Parliaments of the 56 participating States.

Gender Focal Points in the Secretariat is a network of staff members who work to include gender issues in the activities of every unit. *Gender Focal Points in Field Operations* is a network of staff members designated to support the inclusion of gender issues in all activities of the 18 field operations. *Training Section* oversees providing training on gender issues to all OSCE staff.

Conclusion

The OSCE's activities cover integrate gender equality into policies and practices in order to ensuring respect for human rights, realization of human potential and foster peace and economic development. The OSCE make and implements projects, scientific and methodological literature aimed at empowering women, developing legal awareness and legal culture of the population.

The Organization for Security and Co-operation in Europe as an organization that has been dealing with security issues in the world was created a new policy about achieving gender equality and empowering all women and girls that embodied in practice and based on norms of United Nations Security Council resolutions on women,

peace and security and other international normative-legal acts in the field of gender equality.

As a result, have been created their own mechanisms for combating with gender inequality for achieving peace and security in a world.

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