

Mainstreaming Human Rights and Gender into Security policies and practices

**Graziella Pavone, Human Rights Officer
OSCE Office for Democratic Institutions and Human Rights
(ODIHR)**

21 June 2017

Gender and the Security Sector



Challenges/Entry points

Deep rooted stereotypes and discrimination



Lack of understanding and prioritization



“Tick the box”-Formal compliance



Lack of disaggregated data collection



Superficial local ownership

International instruments

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979

United Nations Security Council Resolutions (including 1325) 2000 and subsequent resolutions

CoE Convention on Preventing and combating VAW and DV



Organization for Security and
Co-operation in Europe

OSCE commitments

Ministerial Council Decision No. 15/05 (2005) on “Preventing and Combating Violence against Women”

Ministerial Council Decision No. 14/05 (2005) on “Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation”

Ministerial Council Decision No. 14/04 (2004) adopting the “2004 OSCE Action Plan for the Promotion of Gender Equality”



Linking security and peace through the SDGs

**SDGs
and
security
sector**

Inclusive security management
and decision making

Addressing violence and
insecurity

Defining goals, targets and
indicators

Concrete benefits I:

Addresses the different security needs and priorities of women and men

Confronts gender-based violence against men and women, boys and girls

Promotes the equal participation of men and women in decision-making within the security sector

Creates security sector institutions that are representative of society at large—and thus are more trusted and effective



Ensures comprehensive and effective security sector oversight

Establishes SSR that is locally-owned and sensitive to the needs of all parts of the community

Complies with international and regional laws, instruments and norms concerning security and gender, such as the Convention on the Elimination of All Forms of Discrimination Against Women, the Beijing Platform for Action, and UN Security Council Resolutions 1325 and 1820



Effective service delivery

Local Ownership

Accountability and oversight

Integrating gender into Security sector

FRAMEWORKS

- Normative
- Policy
- Budgetary
- Directives/doctrines

PROCEDURES

- Planning
- Recruitment, retention, promotion
- Performance evaluation
- Codes of conducts
- Equality provisions
- Training

OPERATIONS

- Delivery of security services
- Implementation of defence strategies
- Violence&abuse within service/armed forces and by security sector and armed forces personnel

Integrating gender in the security sector : some examples

- awareness raising and **training**
- gender **balanced recruiting** policies
- appointing a **gender advisor**
- adequate **working environments**
- active and well implemented **sexual harassment and discrimination policies**
- access for women to career advancement and retention
- **mentoring system**;
- ensuring that the security institution's **budget** allocates for gender initiatives
- **gender sensitive investigation** techniques and interviewing skills

ODIHR's HRGS thematic priorities 2016-2018

- ✓ Advancement of UNSCR1325 implementation (support to drafting/revision of NAPs, support to voluntary reporting on UNSCR1325 through the CoC, expert advice to policy frameworks)
- ✓ Incorporation of a HRGS perspective into oversight mechanisms of the security sector
- ✓ Prevention of S/GBV in places of deprivation of liberty (compilation of good practices, ToT for penitentiary staff, guidance note for oversight bodies)