

## Launch Event of the On-line training on Gender Mainstreaming in Border Security and Management

Vienna, Austria

10 – 11 October, 2018

### BACKGROUND

Border security and management agencies continue to struggle in recruiting qualified candidates, yet traditional recruitment strategies frequently overlook an entire pool of potential applicants – women. The statistics are not very promising and women officers are in minority, which means women are highly underrepresented within border guard/police, customs, and immigration services.

Uneven hiring practices, selection processes, recruitment, retention and promotion policies keep the number of women officers within border security and management services artificially low. In addition, the involvement of women in decision making processes is more an exception than a rule as the number of women in leadership positions is considerably lower. Being severely underrepresented, women officers may be subject to unfair discrimination practices with little attention paid by the respective services on family related issues like flexible working hours, child care facilities or additional opportunities in terms of education, which ultimately benefit both men and women, thus increasing the operational effectiveness of border related agencies.

Integrating gender into border security and management is supported by international policy frameworks such as UNSCR 1325 and OSCE 2004 Action Plan for the Promotion of Gender Equality. Studies<sup>1</sup> have shown that when implementing the commitments outlined in *Women, Peace and Security* agenda, the operational effectiveness in organizations actually *increases* as a larger segment of the population is included in security issues. In other words, the under-representation of women at all levels in modern border security and management agencies negatively impacts the culture and operational efficiency of these agencies. Given many difficult challenges facing modern border management agencies, the need to hire more women and support their equal career development opportunities has never been more urgent.

The fundamental question is how to make border security and management authorities more attractive and more accessible to women?

In an effort to develop and promote sustainable mechanisms of empowering women officers in border management agencies in the OSCE area and beyond, the OSCE Transnational Threats Department/Border Security and Management Unit (TNTD/BSMU) has launched the project on *Women Leadership and Empowerment Initiative for Border Security and Management Agencies*. The project aims at enhancing the capacities of the

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<sup>1</sup> Donna Bridges and Debbie Horsfall, "Increasing Operational Effectiveness in UN Peacekeeping Toward a Gender-Balanced Force", 2009;

OSCE participating States' and Partners for Co-operation's border security and management agencies by developing sustainable mechanisms to promote gender mainstreaming at all levels in those agencies. In the framework of the mentioned project, TNTD/BSMU has developed an *On-line Training on Gender Mainstreaming in Border Security and Management*. The on-line training targets a diverse audience, to include border guards and customs officers, Human Resources personnel, leadership, as well as trainers/instructors engaged in gender mainstreaming in the security sector.

The official launch event on the on-line training on gender mainstreaming in border security and management will take place on 10 and 11 October 2018, in Vienna, Austria.

The aim of the event is to promote the on-line course and to guide the officially designated Gender Focal Points in BSM through the e-learning platform, to equip them with relevant tools and knowledge how to benefit most from this programme and how to disseminate this knowledge accordingly within their respective services. This event will also provide the Gender Focal Points with the possibility to discuss existing challenges regarding mainstreaming gender in BSM and possible ways forward how to integrate a gender perspective in their services at all levels in order to contribute to security in a joint and equal manner.

#### **MEETING OBJECTIVES**

- Launch and promote the on-line training programme on gender mainstreaming in border security and management;
- Review the current situation of gender mainstreaming in border management and law enforcement in the OSCE region and beyond;
- Explore the nexus between gender mainstreaming and good governance in border management and law enforcement;
- Discuss the challenges in integrating gender in border security and management and law enforcement;
- Share the best practices and lessons learnt in integrating gender in border security and management and law enforcement;
- Discuss and identify best practices in integrating gender mainstreaming in education and training;
- Discuss on-going initiatives and agree on future activities.

**DRAFT AGENDA**

| <b>Wednesday, 10 October</b><br><b>Venue: Hofburg Congress Centre</b> |                      |  |
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| 9:00 –<br>9:30  |                      | <b>Registration of participants</b>  |
| 9:30 –<br>10:00   | <i>Biblioteksaal</i> | <b>Opening Remarks:</b> <ul style="list-style-type: none"> <li>• <b>Ms. Isa Ghivarelli</b> – Counsellor, Permanent Mission of Italy to the OSCE</li> <li>• <b>Ms. Amarsanaa Darisuren</b> – Senior Gender Advisor, Gender Section, OSCE</li> <li>• <b>Ms. Inesa Nicolaescu</b> – Associate Border Security Officer, Border Security and Management Unit (BSMU), TNTD/OSCE</li> </ul>   |
| 10:00 –<br>11:00  |                      | <b>Presentation of the On-line Training on Gender Mainstreaming in Border Security and Management</b><br><br><i>In this session, participants will learn how to access, navigate, and use the on-line training on gender mainstreaming in their daily activity, training endeavours, policy recommendations, etc. The participants will also learn how to use in the best way possible the OSCE POLIS Gender Mainstreaming Platform in an effort to enhance the communication and information sharing with their fellow members of the Platform.</i><br><br><b>Moderator: Ms. Inesa Nicolaescu</b> – Associate Border Security Officer, Border Security and Management Unit (BSMU), TNTD/OSCE<br><br><u>Invited Speaker:</u> <ul style="list-style-type: none"> <li>• <b>Mr. Stefan Steyaert</b> - Gender Mainstreaming Expert, Belgium</li> <li>• <b>Ms. Virginia Yu</b>, Senior Information Management Assistant, Co-ordination of TNT Activities ,OSCE</li> </ul> <p><b>Q &amp; A Session</b></p> |
| 11:00 –<br>11:30  |                      | <b>Coffee Break</b>  |

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|                  |  | <b>Group Photo</b>   |
| 11:30 –<br>12:30 |  | <p><b>Panel Discussion 1: “Integrating Gender Mainstreaming in Border Security and Management’s Training and Education”</b></p> <p><i>Integrating gender mainstreaming in border management’s training and education through curriculum development and design of innovative pedagogical methods plays an essential role in promoting gender equality by training future border management and law enforcement officers, policymakers as well as creates authoritative structures for legitimizing gender strategies within border management agencies. In this session, participants will learn how education and training are shaping the perception of gender equality in border management and will explore ways to further advance gender mainstreaming in border management and law enforcement agencies.</i></p> <p><u>Moderator:</u> <b>Mr. Arnar Jennson</b>, – Police Affairs Officer, Advisor on Analysis and Reporting, Strategic Police Matter Unit (SPMU), TNTD/OSCE</p> <p><u>Invited Speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Mr. Stefan Steyaert</b> - Gender Mainstreaming Expert, Belgium</li> <li>• <b>Colonel Olena Volobuieva</b> – Deputy Rector of the National Academy of the State Border Guard Service of Ukraine</li> <li>• <b>Ms. Shamsi Myadyeva</b> – Programme Office in Dushanbe, OSCE Border Management Staff College (BMSC)</li> </ul> <p><b>Q &amp; A Session</b></p> |
| 12:30 –<br>13:30 |  | <b>Lunch</b>   |
| 13:30 –<br>15:00 |  | <p><b>Panel Discussion 2: “Best Practices and Lessons Learned in Integrating Gender in Border Security and Management and Law Enforcement”</b></p> <p><i>Mainstreaming a gender perspective in border management and law enforcement ensures better prevention and countering transnational crimes, strengthens the protection and promotion of human rights, creates more representative border management and law enforcement agencies, increases the effectiveness of border and law enforcement services, and</i></p>  |

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|                           |  | <p><i>enhances local ownership and collaboration. During this session participants will share their success stories and best practices in promoting gender equality and mainstreaming a gender perspective within their border and law enforcement agencies and will prove that change is possible.</i></p> <p><u>Moderator:</u> <b>Ms. Inesa Nicolaescu</b> – Associate Border Security Officer, Border Security and Management Unit (BSMU), TNTD/OSCE</p> <p><u>Invited speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Ms. Daniela Ivanovska</b> - Head of the Regional Centre for Border Affairs East within the Bureau for Public Security in the Ministry for Internal Affairs, Former Yugoslav Republic of Macedonia</li> <li>• <b>Lieutenant-Colonel Olga Derkach</b> – PhD, International Cooperation and Eurointegration Department, Administration of the State Border Guard Service of Ukraine</li> <li>• <b>Ms. Natalia Furtuna</b> - Chief of Staff of the Joint Law Enforcement Training Centre, Ministry of Interior of the Republic of Moldova.</li> </ul> <p><b>Q &amp; A Session</b></p> |
| <p>15:00 –<br/>15:30</p>  |  | <p><b>Coffee Break</b></p>  |
| <p>15:30 --<br/>17:00</p> |  | <p><b>Panel Discussion 3: “Challenges in Integrating Gender in Border Security and Management and Law Enforcement – Presenting National Perspectives”</b></p> <p><i>Women officers in border management and in law enforcement agencies continue to be under-represented and the number of women involved in decision-making processes and leadership positions is low. The under-representation of women negatively impacts the culture and operational effectiveness of border security and management agencies. The participants will be invited to discuss the reasons for gender inequality within their services and explore ways to effectively mainstream a gender perspective in border management and law enforcement.</i></p> <p><u>Moderator:</u> <b>Mr. Stefan Steyaert</b> - Gender Mainstreaming Expert, Belgium</p>   |

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|                                    |                             | <p><u>Invited Speakers:</u></p> <ul style="list-style-type: none"> <li>• <b>Ms. Alma Herrera Panades</b> - Head of National Office for Gender Equality, National Police, Spain</li> <li>• <b>Alina Kosyan</b> - Border Guards Troops of the NSS of the Republic of Armenia, Officer of the International Relations Unit</li> <li>• <b>Mr. Nebojsa Mrvaljevic</b> - Higher Police Inspector of 1st class for Border Crossing Points Border Police, Police Directorate Ministry of Interior, Montenegro</li> <li>• <b>Ms. Katarina Tomasevic</b> – Police Advisor, Coordinator of International Co-operation and Projects, General Police Directorate, Serbia.</li> </ul> <p><b>Q &amp; A Session</b></p>   |
| <p>17:00 –<br/>18:00</p>           |                             | <p><b>Informal Reception at Hofburg Congress Centre</b></p>   |
| <p><b>Thursday, 11 October</b></p> |                             |   |
| <p>9:30 –<br/>11:00</p>            | <p><i>Biblioteksaal</i></p> | <p><b>Session 4: “Women, Peace and Security”</b></p> <p><i>In this session participants and the Vice Chair of the Institute for Inclusive Security will discuss why women’s participation in the security sector is vital to prevent and resolve conflicts and how to fully involve women in all efforts for the maintenance and promotion of peace and security. In particular, he will focus on National Action Plans on Women, Peace, and Security as one of the new tools to translate the rhetorical commitments to inclusion into concrete actions for governments – including security sector institutions – and civil society actors to create sustainable change.</i></p> <p><u>Moderator:</u> <b>Ms. Leena Avonius</b> – Gender Adviser, Gender Section, OSCE Secretariat</p> <p><u>Invited Speaker:</u></p> <ul style="list-style-type: none"> <li>• <b>Miki Jačević</b>, Vice Chair, Institute for Inclusive Security, USA</li> </ul> |

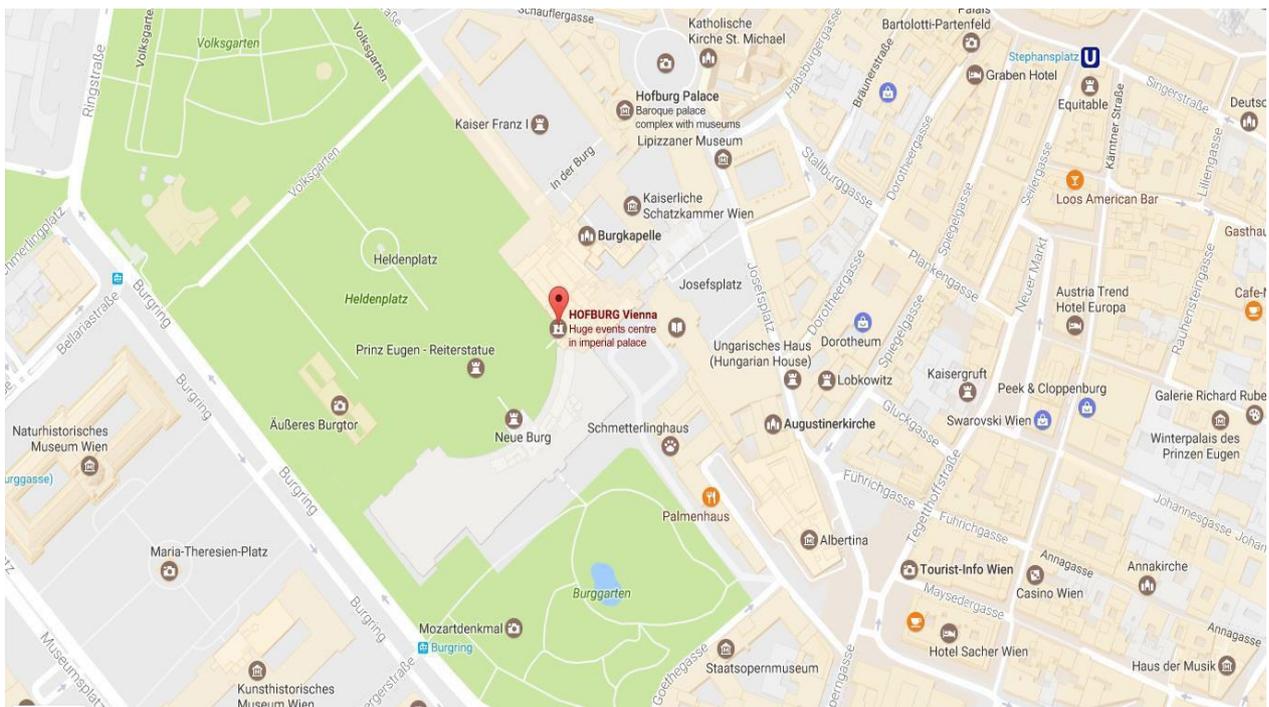
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|               |  | <b>Q &amp; A Session</b>  |
| 11:00 – 11:30 |  | <b>Coffee break</b>   |
| 11:30 – 12:30 |  | <p><b>Way forward and Wrap up Session</b></p> <p><b>Moderator: Ms. Inesa Nicolaescu</b> – Associate Border Security Officer, Border Security and Management Unit (BSMU), TNTD/OSCE</p> <ul style="list-style-type: none"> <li><i>Brainstorm on potential joint activities within the follow up project on gender mainstreaming in Border Security and Management</i></li> </ul> |
| 12:30 – 13:30 |  | <b>Lunch</b>  |

**MEETING VENUE**

The Meeting will take place at the Hofburg Congress Centre in **Vienna, Austria**.

Address: Hofburg Congress Centre, Heldenplatz,  
1014 Vienna Tel: +43 1 5873666

Please follow the map:



## ACCOMMODATION IN VIENNA

The participants are kindly requested to book their own accommodation in the vicinity of the Hofburg Congress Centre. Neither the OSCE nor the host country will cover the accommodation costs of the participants.

## TRAVEL BOOKINGS

Participants are kindly requested to make their own travel arrangements, which will not be paid for by the OSCE or the host country.

Participants eligible for travel sponsorship will be contacted separately.

## TRANSFERS TO/FROM THE AIRPORT

Participants are kindly requested to arrange the transfers from/to the airport and to/from their hotel on their own.

## MEALS

Coffee breaks and lunches will be provided at the conference venue.

## CHATAM HOUSE RULE

The Launch Event should stimulate an open debate with the aim to draft recommendations. Therefore the event will be held and reported in accordance with the **Chatham House Rule**<sup>2</sup>. The rule allows people to speak as individuals and to express views that may not be those of their organizations or nations, and therefore encourages free discussion. Speakers are free to voice their own opinions, without concern for their personal reputation or their official duties and affiliations.

## WORKING LANGUAGES

The working language of the event will be English.

## VISA SUPPORT

Participants are encouraged to apply for visas as early as possible. It is advisable to check for visa and entry requirements before making travel arrangements. Please visit <https://www.bmeia.gv.at/en/travel-stay/entry-and-residence-in-austria/entry-and-visa/> or contact an official Austrian diplomatic representation in your area.

**Visa support letters** can be requested by e-mail from [Eugenia.reznikowa@osce.org](mailto:Eugenia.reznikowa@osce.org) and Your request should be accompanied by a scanned copy of the passport with which you will travel, valid for at least six months, and an indication of the embassy to which you will be applying.

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<sup>2</sup> The Chatham House Rule is a principle that governs the confidentiality of the source of information received at a meeting. Since its refinement in 2002, the rule states: When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.



Organization for Security and  
Co-operation in Europe

## USEFUL TELEPHONE NUMBERS

### **In case of emergency:**

European emergency phone number: 112 Police:  
110

### **Medical help:**

Medical emergencies: 144 Call a  
doctor: 144

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