



Organization for Security and Co-operation in Europe



Gender Aspects in Post-Conflict Situations

A Guide for
OSCE Staff

September 2001

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"Gender mainstreaming is about providing equal opportunities, about joint responsibilities and common endeavours. It is not some add-on political aspect, but an integral necessity, if we are to achieve a more peaceful, stable and democratic Europe, where men and women have equal opportunities, as foreseen in the commitments which the OSCE participating States undertook in the 1991 Moscow Document....It is our task now to ensure that equality between women and men becomes an integral part of both the policies and practices of the OSCE."

**EU Statement on the OSCE Gender Action Plan
Permanent Council No.260 on 2 December 1999**

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FOREWORD: THE PURPOSE, STRUCTURE AND STRATEGY OF THIS GUIDE

PURPOSE: A tool for different situations and needs

STRUCTURE: Organized by challenge and by level of intended use

STRATEGY: Rights-based and integrated

INTRODUCTION: OPERATIONAL, LEGAL AND POLITICAL FOUNDATIONS FOR GENDER-AWARE OPERATIONS

Equitable treatment is essential for enduring peace

Remedy and future prevention are integral to recovery and reconstruction

What are "Gender Roles"? What is "Gender Awareness"?

Understanding changes in gender roles is key to effective, post-conflict operations

What is "Gender Discrimination"?

AREAS OF CONCERN

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4. The public-private continuum of participation in decision-making
 - 4.1. Decision-making in the home
Annex: Resolution of the Council and of the Ministers for Employment and Social Policy, meeting within the Council of 29 June 2000 on the balanced participation of women and men in family and working life, (EU) Document 300Y0731(02)
 - 4.2. Equitable participation in civil society and peace processes
Annex: United Nations Security Council Resolution 1325 (2000), adopted on 31 October 2000
 - 4.3. Equitable participation in elections and government
Annex: Promoting Women's Participation in Politics in the OSCE Region, unpublished study by Rebecca Cox, commissioned by the ODIHR in 2000
5. Uprooting, disappearances, divided families
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7. Equal protection before the law
Annex: Optional Protocol to Women's Convention comes into force, (press release) 21 December 2000; Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, General Assembly Resolution A/RES/54/4, 15 October 1999
- 7.1. Administration of justice: prevention, prosecution and punishment of gender-related crime
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- 7.2. Land, property and housing rights
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Annex: Reproductive Health for Refugees Consortium, Conference Proceedings 2000, Findings on Reproductive Health of Refugees and Displaced Persons, December 5-6, 2000
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Annex: Code of Conduct for OSCE Mission Members; Permanent Council Decision No. 426 Trafficking in Human Beings, 12 July 2001

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