

# Quantitative and Qualitative Indicators of the Convention on the Elimination of All Forms of Discrimination against Women

Prepared by Dr. Haifa Abu Ghazaleh



**Quantitative and Qualitative Indicators of  
the Convention on the Elimination of  
All Forms of Discrimination against  
Women “CEDAW”**

**Arab Women Organization**

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## Introduction

Since its establishment in 2003, Arab Women's Organization adopted a set of goals to empower Arab women, strengthen their capacities in all fields, as an essential foundation to build the Arab society and to elevate the status of Arab women. In addition, it focused on the importance of coordinating joint Arab positions towards Arab and International public affairs, in dealing with women's issues in regional and international forums, as well as coordination between efforts, policies and plans of Arab countries aimed at developing Arab women's status and promoting their contributions. In order to achieve that, the organization has cooperated with many regional and international organizations. The development of CEDAW Indicators is one aspect of cooperation with the League of Arab States/ Department of Women and the United Nations Development Fund for Women "UNIFEM".

The Department of Women in the League of Arab States also adopted a set of goals, including the activation of cooperation with relevant regional, international and United Nations bodies and proposing plans, programs and activities aimed at the advancement of Arab women. Among the recommendations made is strengthening cooperation between these institutions, the recommendation of the Women's Committee of the establishment of the Advisory Committee of Experts to the Convention on the Elimination of All Forms of Discrimination against Women in 2008, provided that the Arab Women Organization and the United Nations Development Fund for Women "UNIFEM" be members in it.

Women's Human Rights program is considered as one of the leading programs carried out by "UNIFEM" in the Arab region in order to promote women's human rights and eliminate all forms of discrimination against them. In support of cooperation with regional bodies to attain the program's objectives, UNIFEM signed a Memorandum of Understanding with the League of Arab States in May 2006 and a Cooperation Protocol in November 2006 with the Organization of Arab Women.



The Convention on the Elimination of All Forms of Discrimination against Women "CEDAW" is considered in essence, a universal declaration of women's rights as it is based on the conviction that the recognition of the humanity of women is not sufficient to ensure the protection of their rights under existing international standards and human rights mechanisms. It collected in its articles and in a single comprehensive convention, all the commitments endorsed by the United Nations Charter in the field of discrimination based on sex, to ensure that women enjoy religious, political, economic and cultural rights. It also established a set of procedures to be followed by States in order to achieve equality between men and women. Therefore, we find that the States' undertaking is not limited to the pursuit of equality in public life, but exceeds it to the private life within the family. Add this to authorizing the States to pursue policies of affirmative discrimination in order to achieve equality between men and women. Among the mechanisms for practicing the rights included in CEDAW from a legal aspect is submitting annual reports to the Secretary General on legislative, judicial and administrative procedures that aim at ensuring equality between the sexes.

Most Arab countries ratified the Convention on the Elimination of All Forms of Discrimination against Women. Among the 22 countries members of the League of Arab States, 20 ratified or acceded to CEDAW. Palestine also committed to CEDAW. Egypt was the first Arab country that ratified the Convention, followed by Yemen, Tunisia, Iraq and Libya. All these ratifications came before 1990. As for the last States that have ratified or acceded to the Convention they were Mauritania, Bahrain, Syria, United Arab Emirates, Oman, Qatar and Palestine after 2000.

The Arab Women Organization, in cooperation with the League of Arab States initiated the development of indicators related to each of the articles of the Convention on the Elimination of all Forms of Violence against Women, to be relevant to the Arab region. It is hoped that the development of these indicators would stimulate regional initiatives to address general problems and issues of concern to women in the Arab region.

The partnership approach was followed in the preparation of CEDAW Indicators where the three organizations cooperated to nominate a group of participants from Arab countries to discuss the draft document of quantitative and qualitative indicators that have been prepared by the main expert. The indicators were reviewed over a two-days meeting held for this purpose at the headquarters of the Arab Women Organization. In addition, the draft was sent to all members of the Executive Board of the Arab Women Organization to review and provide the organization with their observations. Several meetings were held for the Experts Committee at the headquarters of the Arab Women Organization to review the States observations and modify the document in its final form.

The indicators included in the report are standard numeric values which can be calculated through statistical processes which indicate, for example, the prevalence percentage of the phenomenon. The more indicators there are per case, the more possible is the detection of multiple and varying levels of it in a way that provides a clear picture of reality with its positive and negative aspects, thus contributing to help policy makers to identify programs and projects to be implemented to achieve the goals targeted at the community's prosperity, as well as enhancing their awareness of the current situation, monitoring and follow-up at various levels, and employing such indicators as tools for analysis, for use in planning as an expression of priorities of the community.

As we place this important document between the hands of Arab organizations, we confirm that it is a rich contribution to the library of Women's Human Rights, and will contribute to the enrichment of many studies, researches and reports, particularly national reports to the Convention on the Elimination of All Forms of Discrimination against Women.

Our thanks and appreciation goes to Dr. Haifa Abu Ghazaleh for preparing this important document and we would like to extend our thanks and appreciation to the experts from the Arab countries, and highly appreciate the efforts of the Executive Board members for their review.



## National Reports and Indicators

In order to support the Arab States in preparing their national reports and monitoring their implementation, the Arab Women Organization, in cooperation with the Arab League of Arab States and UNIFEM initiated the development of Indicators for the Convention on the Elimination of All Forms of Discrimination against Women. Developing Qualitative and Quantitative indicators helps the Arab States to prepare their national reports, evaluate programs and work towards implementing their commitments made upon signature and ratification of the Convention in addition to evaluating the progress made and working towards compliance according to the Convention.

The development of regional indicators for CEDAW for the Arab region and using them by Arab states, members of the League of Arab States and the States Parties to the Convention, would form an important initiative to strengthen the capacities of governments and non-governmental organizations to work together to implement the Convention. The indicators can also provide important information on the progress made in the form of merging the concluding observations of the Convention's Committee and converting them into national initiatives. And this would be a special meaning, as a practice parallel to other forms of enforcement of the Convention.

The development of regional indicators for the Arab region would also strengthen the capacity of governments and non-governmental organizations to work together to implement their obligations to the Convention. The development of indicators would also provide authorities with strategies and appropriate mechanisms to monitor the status of women's human rights and eliminate all forms of discrimination against women in order to work together to develop preventive measures to combat violence.

Statistics and indicators are considered effective and important tools in the economic and social planning, decision-making and policy development. An indicator is described as a statistical description that shows a society's social and economic circumstances. Indicators contribute to observing, monitoring and evaluating the participation and interaction of the social life of a human being and a society on an ongoing basis and through a series of time sequence, and thus indicators are considered as important tools in monitoring and evaluating the development effort.

### **Evolution of the use of indicators:**

Before the seventies, most of the attention was focused on economic indicators, especially indicators related to gross domestic product (GDP) and national account systems and the reason for that is the development's focus, at the time, on economic growth and infrastructure development.

During the seventies and early eighties focus was concentrated on human development and advocating to the so-called social indicators that focus on health, education, employment and population. Social indicators were developed to complement economic indicators for a specific purpose related to the defense of social issues. The issue of gender was discussed only by a small number of people who were interested in this concept in that early period.

Since mid-eighties there was a strong focus on indicators of empowerment, participation and that related to gender, reflecting a change in the priorities of development. Re-organizing priorities and recognition of women as participants in development helped in devoting gender significance as a necessary condition to start development efforts. Support provided by women's organizations and specialists' attention to women's development had a major effect on the confirmation of the value of information and data disaggregated by gender.

## Indicators for the Preparation of National Reports

### The importance of preparing CEDAW's National Reports:

The mechanism of the preparation of reports contributes to:

- Examining the progress made since the last report,
  - Providing information and indicators on the implementation of each article,
  - Providing accurate data according to sex,
  - Highlighting the remaining obstacles .
- Indicators provide information and specific data about each of the provisions of the Convention, in particular:
- Constitutional, legislative and administrative provisions and other applicable measures.
  - Developments, programs and institutions set up since the implementation of the Convention.
  - Any other information about the progress made towards achieving these rights.
- The actual situation compared with the legislative situation.
  - Any restrictions or parameters imposed by law, customs or traditions on the enjoyment of each right.
  - Specifying indicators on women's progress in each chosen area.
  - Identifying formal and informal sources which can provide information and quantitative and qualitative data on those indicators.

### Formulation of Indicators:

Indicators are used to determine the current status, monitor and track it and mark milestones for implementation and development towards change, in addition to clarifying the expected change and the extent of development and achieved results.

Indicators should be developed in a participatory approach so that they are in line with the objectives and include quantitative and qualitative indicators which are disaggregated according to gender.

One of the main criteria for selecting indicators is to be characterized by being easy to use and understand, to be few in number, in addition to the need for technical accuracy, and that the formulation of indicators reflects the issues included in documents on women's rights; so they can be measured or compared with other indicators in later stages. This review ends with developing the following:

- A general list including rights which are required and ranked among key issues that must be enforced on the Elimination of Discrimination against Women.
- A unified table which includes indicators of significance in the desired areas.
- Identifying official bodies that have the status of authoritative source, capable of contributing to building indicators.
- Indicators Formulation.

### **Indicators Functions and Roles:**

Indicators perform various roles and functions, including cognitive functions, through providing data, values and comparisons as they form a data base which enhances knowledge of the community's different aspects. Add to that a development function through the disclosure of information that needs a quick intervention on the decision-making levels. Indicators also play a guidance and media role as they teach people and guide them towards current development and variables which require a change in their social attitudes in order to maintain the society's stability. Finally, indicators contribute to playing an observatory function by evaluating the performance of different institutions, with a view to amend or change adopted methods and action mechanisms in order to build suitable working methods.

## Types of Indicators:

Qualitative Indicators	Quantitative Indicators
<ul style="list-style-type: none"><li>- Relatively easy to measure indicators.</li><li>- Digital measurements, subject to change .</li></ul> <p><b>Example:</b> number of women who visits care centers for pregnant women.</p>	<ul style="list-style-type: none"><li>- Indicators which are more difficult to measure, particularly with regard to social processes that require greater emphasis on qualitative analysis to be measured.</li><li>- Related to people's awareness and perspectives.</li></ul> <p><b>Example:</b> views towards changes of social relations, power, and position.</p>

## Quantitative Indicators:

**Quantitative indicators** focus on number, such as educational rates, maternal mortality rates, rates of participation in the force labor and numbers of successful implementations. Data on gender should be analyzed according to these data. Quantitative indicators provide information about the extent of women's enjoyment of equal rights and ending discrimination based on gender.

## Qualitative indicators:

**Qualitative indicators** are broader than quantitative indicators. They focus on legislation, institutional arrangements, programs and policies conducive to the application of the rights referred to in each provision of CEDAW. For example,



Indicators' policy refer to social and governmental policies such as policies on compulsory education, percentages of girl children in educational institutions, or quotas for women in local and national legislative bodies and in decision-making positions. Programmatic indicators refer to interventions, such as legislative assistance services, shelters for women victims of violence, legal education programs, subsidized food, micro-credit programs, special services for women and children in police stations, and fast services for women in hospitals and health centers.

The presence related to such laws and programs is a qualitative indicator. Qualitative indicators provide information about actions taken by the government and the progress made in working towards the achievement of human rights standards for women. Those indicators show the extent to which the government has fulfilled its obligations as one of the States Parties that have ratified the Convention on the Elimination of All Forms of Discrimination against Women. Qualitative indicators can also calculate in number. A numeric qualitative indicator can be developed to confirm women's status; therefore qualitative and quantitative indicators that provide information about women's enjoyment of their rights and on the elimination of discrimination can be combined; for example the number of laws that protects working women and the number of care homes used by women victims of violence in a given region at national levels.

### **Indicators of Empowerment and Participation in the Reports of the Convention on the Elimination of All Forms of Discrimination against Women "CEDAW":**

Terms for the preparation of national reports under the Convention on the Elimination of All Forms of Discrimination against Women require a comprehensive review of women's status in a particular country. However, this convention is also



important for gender indicators because they presume to report on areas of cultural, legal and political processes which are not covered by any of the usual mechanisms from which gender indicators are derived, such as population statistics.

Recommendations (12, 14) in the Convention on the Elimination of All Forms of Discrimination against Women request of States Parties to include information on violence against women. The agreement reflects a change of understanding in ways of achieving equality between sexes, particularly women's rights. Not only does the Convention request to list all the laws on equality between both sexes, but also to submit statistical reports on the impact of the application of those laws. However, the reports submitted by the States parties lack adequate information in the field of women's rights, empowerment and participation.

CEDAW is considered as a mechanism for collecting information indicating gender in areas of empowerment, participation and violence, which we lack in other required statistics.

## CEDAW and Examples of Indicators on the State's Commitment to Application on the Local Level

### Article (1)

Discrimination shall mean any distinction, exclusion or restriction made on the basis of sex.

### Article (2)

On States Parties' commitment to eliminate discrimination and according to which they undertake:

- To condemn discrimination against women.
- To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation.
- To adopt appropriate legislative measures including sanctions prohibiting discrimination.
- To establish legal protection against discrimination through competent national tribunals and other public institutions.

### Indicators of State's Commitment

1. The Constitution and national laws have articles on equality between the sexes in various rights.
2. There is a legislation that provides for the possibility of bringing about consensus between the Convention and national legislation.

### Indicators of the State's Commitment

1. Studies on the impact of laws that discriminate against women.
2. Number of courts committed to the implementation of the principles of non-discrimination against women.
3. Number of cases that deal with discrimination against women.
4. The existence of sanctions imposed when discrimination against women occurs.
5. The existence of complaint offices.

- To refrain from engaging in any act or practice of discrimination against women and ensure that public authorities and institutions shall act in conformity with this obligation.
- To take appropriate measures to eliminate discrimination against women by any person, organization or enterprise.
- To take all appropriate measures including legislation to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women, and to repeal all national penal provisions which constitute discrimination against women.

#### **Article (3)**

- States Parties shall take in all fields all appropriate measures to ensure the full development and advancement of women.

#### **Article (4)**

- Temporary special measures aimed at accelerating de facto equality between men and women are positive actions, and shall not be considered discrimination and should be retained as long as there is discrimination; these measures shall be discontinued when the objectives of

#### **Indicators of Commitment:**

1. The existence of policies - laws and practices that reaffirm women's participation and the development of their status.
2. The existence of measures to facilitate women's political, economic, social and cultural participation.

#### **Indicators of Commitment:**

1. Existence of policies that emphasize justice and equality between the sexes.
2. Existence of measures to protect the mother or pregnant women (to ensure women's health in the workplace).

equality of opportunity and treatment have been achieved.

- Measures aimed at protecting maternity shall not be considered discriminatory

**Article (5)**

- States Parties shall take all appropriate measures to modify the social and cultural patterns of conduct of men and women to eliminate prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;
- States Parties are to ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children.

**Article (6):**

- States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

**Article (7):**

- States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular,

**Indicators of Commitment:**

1. The existence of measures that change stereotyped practices.
2. The existence of practices that hinder the advancement of women.
3. The existence of laws that protect women from family violence.

**Indicators of Commitment:**

1. The existence of laws fighting trafficking in women .

**Indicators of Commitment:**

1. The existence of laws that permit equal vote.
2. Number of women members of political parties.

shall ensure to women, on equal terms with men, the right to vote in all elections and public referenda and to be eligible for election to all publicly elected bodies and participate in the formulation of government policy.

- To enable women to participate equally in non-governmental organizations and associations concerned with the public and political life of the country.

**Article (8):**

- States Parties shall take all appropriate measures to ensure to women the equal opportunity to represent their governments at the international level and to participate in the work of international organizations.

**Article (9):**

- States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.
- Grant women equal rights with men with respect to the nationality of their children.

3. Terms of candidacy are the same for women and men.

4. The proportion of women candidates.

5. Participation rate of women in civil society organizations.

6. The proportion of women who presided governmental bodies.

**Indicators of Commitment:**

1. The percentage of women ambassadors.
2. The percentage of women in senior positions in international organizations.
3. The existence of programs that help women reach international posts.

**Indicators of Commitment:**

1. Existence of legislation to allow women to give their nationality to their children.
2. The presence of social or cultural or economic factors that prevent women from enjoying their rights of citizenship.

**Article (10):**

- States parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education (pre-school, general, technical and vocational education and training).
- Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality.
- The elimination of any stereotyped concept of the roles of men and women at all levels, encouraging coeducation, and revision of textbooks and school programs.
- The same opportunities to benefit from scholarships.
- The reduction of female student drop-out rates.
- The same opportunities to participate actively in sports and physical education; and access to specific educational information, including information and advice on family planning.

**Indicators of Commitment:**

1. Illiteracy rate among women compared to men.
2. The percentage of girls who completed different stages of education.
3. Percentage of girls in different faculties.
4. The existence of programs for female students drop-out.



**Article (11):**

- 1- States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment to ensure, on a basis of equality of men and women, the same rights, in particular:
  - The right to the same employment opportunities, the right to free choice of profession and employment, job security and all benefits and the right to receive vocational training.
  - The right to equal remuneration, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;

**Article (11):**

- The right to social security, to protection of health, and to safety in working conditions including the safeguarding of the function of reproduction.
- Prevent discrimination against women on the grounds of marriage or maternity (Prohibition of dismissal).
- Introduce maternity leave with pay or comparable social benefits.
- Encourage the provision of the necessary supporting social services to enable parents to combine family organizations with work responsibilities and participation in public life.
- Revision of protective legislation with an updating view.

**Indicators of Commitment:**

1. Existence of measures to prevent discrimination against women in the workplace.
2. Percentage of women in the labor force.
3. Percentage of women with full-time or part time jobs.
4. The existence of jobs which are limited to men or women.

**Indicators of Commitment:**

1. The existence of laws that protect pregnant women from dismissal.
2. Nurseries for the children of working women.
3. The existence of laws or measures to protect working women from sexual harassment.
4. Availability of leaves for mothers and fathers to care for newborns.

**Article (12):**

- States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.
- Ensure appropriate services in connection with pregnancy, confinement and the post-natal period, as well as adequate nutrition during pregnancy and lactation.

**Article (13):**

- Ensure, on a basis of equality of men and women, the same rights to family benefits, bank loans, mortgages and other forms of financial credit.
- Same rights to participate in recreational activities, sports and all aspects of cultural life.

**Article (14):**

- States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play, in order to ensure their participation in rural development.
- Ensure the right to participate in and benefit from rural development, participate on the elaboration and implementation of development planning at all levels; have

**Indicators of Commitment:**

1. Maternal mortality rate.
2. Free health care for women during pregnancy and the post-natal period.
3. Number of available women health centers.

**Indicators of Commitment:**

1. The existence of a social security system.
2. Equal rights of women and men in access to loans.

**Indicators of Commitment:**

1. Existence of programs for the development of rural women.
2. Percentage of rural women participating in development organizations.
3. Availability of family planning services in rural areas.
4. Ownership percentage of women of agricultural land.
5. The existence of markets open for rural women to sell their products.

access to adequate health care facilities; social security programs; to obtain all types of training and education and organization of co-operatives.

- To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes.
- To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

**Article (15):**

- States Parties shall accord to women equality with men before the law and a legal capacity, identical to that of men, in civil matters, to conclude contracts, and administer property and shall treat them equally in all stages of procedures in courts and tribunals.
- All contracts and all other private of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
- Accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

**Indicators of Commitment:**

1. The existence of laws which do not discriminate against women in the Civil Transactions .
2. Percentage of women and men who have access to legal services.
3. Access of women and men to justice .

**Article (16): Marriage and Family**

- Women have the same right to enter into marriage; the same right to freely choose a spouse and to enter into marriage only with their free and full consent; the same rights and responsibilities during marriage and at its dissolution; the same rights and responsibilities as parents, the same rights to decide freely and responsibly on the number and spacing of their children, and to have access to the information, education and means to enable them to exercise these rights.
- The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation; the same rights in respect of the ownership.
- The betrothal and the marriage of a child shall have no legal effect, and necessary action must be taken, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

**Indicators of Commitment:**

1. The existence of Family and Personal Status Laws.
2. The existence of special legislation to enact marriage.
3. The existence of laws that protect divorced women.
4. The presence of equal laws for property management.

**Table showing the contents of the Convention on the Elimination of All Forms of Discrimination against Women “CEDAW”**

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| <ul style="list-style-type: none"><li>- Discrimination (Article 1).</li><li>- Policy Measures (States Parties commitment in relation to elimination of discrimination) (Article 2).</li><li>- Guarantee of Basic Human Rights and Fundamental Freedoms (Article 3).</li><li>- Special Measures (Article 4).</li><li>- Sex Role Stereotyping and Prejudice (Article 5).</li><li>- Prostitution (Article 6).</li><li>- Political and Public Life (Article 7).</li><li>- International Representation (Article 8).</li><li>- Nationality (Article 9).</li></ul> | <ul style="list-style-type: none"><li>- Education (Article 10).</li><li>- Employment (Article 11).</li><li>- Health (Article 12).</li><li>- Economic and Social Benefits (Article 13).</li><li>- Rural Women (Article 14).</li><li>- Law (Civil Rights) (Article 15).</li><li>- Marriage and Family Life (Article 16).</li><li>- Committee on the Elimination of Discrimination against Women (Article 17).</li><li>- National Reports (Article 18).</li></ul> |
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## **Quantitative and Qualitative Indicators of the Convention on the Elimination of All Forms of Discrimination against Women “CEDAW”**

### **Preamble of the Convention**

The preamble refers to the Universal Declaration of Human Rights and other International Covenants that affirm the principles of the inadmissibility of discrimination against women and promoting equality with men as basic principles of the United Nations. The preamble asserts that, despite the presence of many international instruments, discrimination against women still violates the principles of equality of rights and respect for human dignity. The preamble also stresses that discrimination against women is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society, and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity.

### **Article (1) Discrimination against Women:**

For purposes of this Convention, the term discrimination against women shall mean any distinction, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.



## **Article (2) : States Parties Commitment in relation to elimination of discrimination :**

States Parties condemn discrimination against women, in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle.
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women.
- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination.
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation.
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise.
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women.
- (g) To repeal all national penal provisions which constitute discrimination against women.

These are general articles on the **definition of discrimination and women's human rights**. They relate to the general recommendations of the Committee of the Convention (General Recommendation no. (19) on Violence against Women, General Recommendation no. (12) on the protection of women against violence, General Recommendation no. (17) on unpaid working women). Since the Convention does not include specific articles on violence against women with the exception of Article no. (6), articles (1) and (2) are used by the Committee to address violence against women. General Recommendation no. (19) of 1992, adopted by CEDAW Committee in its concluding observations, is often referred to and is the recommendation which was reinforced by the United Nations Declaration on Violence against Women in 1993.

### **First: Qualitative Indicators for Articles (1, 2):**

- The existence of legislative safeguards to prevent discrimination based on sex for women and girls in all life's stages.
- Embodying the principle of equality between women and men in all legislation and ensuring practical application of this principle through law and other appropriate means.
- Repeal or amendment of legislation and measures that discriminate on the basis of sex.
- Elimination of discrimination in legal practices in civil, criminal and labor fields.
- The existence of measures to combat violence against women.
- The existence of legal articles which consider torture and other forms of violence a violation of fundamental rights.
- The existence of legislative articles to enable courts to refer to CEDAW and the Convention on the Rights of the Child.
- The existence of provisions based on evidence and legal procedures to ensure investigating with, and prosecuting perpetrators of violence against women.

- The existence of laws of professional practice to make reporting of any abuse or adoption of non-discriminatory policies a compulsory measure.
- The existence of legislative articles to enable access to legal services.
- The existence of institutional arrangements and procedures for filing complaints, such as human rights commissions and receiving ombudsman at the national level.
- Measuring the degree of inclusion of the concept of discrimination against women in legislation.
- Measuring the achievement of equality between men and women in legal protection.
- The existence of mechanisms related to asserting non discrimination against women within the State's systems.
- The existence of measures and mechanisms related to the elimination of discrimination against women where discrimination exists.
- Monitoring change in the State's general policy of semi-discrimination against women.
- The existence of mechanisms that allow women to report any perceived discrimination against them in any area.
- Allocating human and financial resources for law enforcement, forensic support services and other required services to investigate violence against women and arising litigation.
- Affirmative action policies, such as (quotas) and monitoring women's needs in housing projects and land when planning projects.
- Establishment of bodies for gender integration or ministries responsible for women's affairs.
- Human rights education and introducing programs to educate the public regarding women's human rights and CEDAW.

- Study programs in legal and medical education institutions like training courses for teachers, police and army on CEDAW.
- Leadership programs aimed at girls in schools and educational institutions and women in trade unions on CEDAW and Women's Rights.
- Legal assistance programs according women access to legal services for filing complaints about violations of basic rights.
- Educational programs on CEDAW and Human Rights in diplomatic, administrative and training institutions.
- Shelters, consulting and integration services for women who have experienced, or are threatened by violence.
- Training for tutor judges on CEDAW as part of continuous education.

## **Second: Quantitative Indicators for Articles (1, 2):**

- Number of cases of violence against women, such as sexual assault, torture, and burn injuries that are treated in hospitals, etc.
- Number of cases pending before courts which discriminates against women, according to the concept stated in the Convention.
- Cases in courts, complaints of torture and rape in care institutions.
- Number of cases of violence against women and issues of discrimination on the basis of gender that has been investigated, and the number of cases awaiting investigation or on which successful proceedings have been made.
- Percentage of women and girls who have been subjected to physical violence.

- Number of cases in which there was a reference to the Convention on the Elimination of All Forms of Discrimination against Women and was used to develop legislation on women's rights.
- The presence of information about the expulsion by force (from home or land).
- Number of hospitals that provides facilities to identify cases of domestic violence and treatment, sexual abuse of children, women and elderly women.
- Number of forensic staff who has been trained on the procedures related to forensic investigations and cases of violence against women.
- Number of divorces recorded on the basis of cruelty and violence.
- Number of leaflets on women's rights or CEDAW, and those that are used in education and educational institutions.

### **Third: Qualitative and Quantitative Indicators for Articles (1, 2):**

- Number of non-governmental organizations and civil society organizations, which includes training and educational programs on human rights related to CEDAW.
- Number of educational and training programs on human rights related to CEDAW which has been implemented for professionals working in policing, health and social institutions.
- Number of shelters and facilities for reintegration of women who experienced violence or were victims of it.

### **Article (3): Human Rights and Fundamental Freedoms:**

States Parties shall take in all fields - in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.



These are general articles on **Fundamental Rights and Freedoms**. They relate to general recommendations of the Committee of the Convention, (General Recommendation no. (18) on women with disabilities, General Recommendation no. (19) on Violence against Women, General Recommendation no. (23) on discrimination against women in political life).

### **First: Qualitative Indicators:**

- The presence of articles in legislation to prevent violation of human rights related to women including security and physical protection against all forms of violence.
- The existence of systems to prevent discrimination in occupying jobs on the basis of gender.
- Recognition of equal status for both parents and widow in social security laws.
- Measuring progress and development made by women as a result of the adoption of state of public policies in all areas.
- The existence of discriminatory practices in the actual occupancy of posts in public administrations, public institutions, advancement and promotion and benefit from opportunities for training and rehabilitation.
- The existence of programs supported by the local community related to education on human rights, which creates a framework to study and review the standard criteria in light of CEDAW.



## **Second: Quantitative indicators:**

- Number of laws which are inconsistent or consistent with CEDAW, and identifying their diversity of scope and application.
- Percentage of women in public office.
- Percentage of women holding decision-making positions in official and public institutions.

## **Third: Qualitative and Quantitative Indicators:**

- Number of programs which focus on training women and girls on women's rights under CEDAW.

## **Article (4): Special Measures:**

- 1 - Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women is not considered as discrimination as defined in this Convention, but it must not entail, in any way, to maintain the standards of unequal or separate measures, and must be stopped, once the objectives of equality of opportunity and treatment are achieved.
- 2 - Adoption of States Parties of special measures, aimed at protecting maternity, including those measures stated in this Convention, is not considered as discriminatory measure.

This is a general section related to temporary special measures and positive action aimed at achieving an important equality under CEDAW. Articles (1, 2) preceded articles (3, 5) for purposes related to this matter.

This article is important to the recommendations of the General Committee of the Convention (General Recommendation no. (8) on measures to support the representation of women of their Governments, General Recommendation no. (25) on Paragraph (a) of Article (4) of the Convention related to temporary special measures).

### **First: Qualitative Indicators:**

- The existence of certain articles of the legislation which provide for equality , prevent discrimination, and identify temporary special measures.
- The existence of legislative articles on the possibility of applying the concept of temporary special measures on civil society organizations.
- The existence of legislation which ensures the protection of motherhood and childhood.
- Commitment of the Parties Law to women's inclusion in the Parties' electoral lists.
- The existence of professional codes of practice to facilitate or encourage temporary special measures.
- The existence of institutional arrangements, such as commissions that monitor the adoption of temporary special measures and their application, and ensure gender audits.
- Adoption by State of temporary measures to accelerate de facto equality between men and women in general.
- Adoption of the State of a public policy that implement the principle of equal opportunities on permanent basis.
- Allocation of financial resources for the application of temporary special measures.
- The existence of affirmative action policies, such as quotas and the allocation of land for special use for women.
- The existence of institutional arrangements to integrate the concluding observations of CEDAW on temporary special measures in national planning and policy development.
- Legal education, women's studies, or programs of political science at the graduate level that address and assess temporary special measures related to gender.
- The existence of legal services that facilitate the implementation of legislative articles related to temporary special measures.
- The use of CEDAW in training judges and lawyers on temporary special measures.
- Developing data bases to facilitate the follow-up of temporary special measures.

## **Second: Quantitative Indicators:**

- Number of sectors on which temporary special measures apply or which is covered by those procedures, such as: health, education, and women in decision-making.
- Number of areas where equality was achieved because of temporary special measures.

## **Third: Quantitative and Qualitative indicators:**

- Number of public and private institutions which adopt temporary special measures or apply them.
- Number of educational programs that helps to increase the amount of collected data on gender.
- Number of educational programs in certain materials (such as law and political science), which addresses and evaluates temporary special measures.

## **Article (5): Social Stereotypes:**

States Parties shall take all appropriate measures to achieve the following:

- (a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.
- (b) To ensure that family education includes a proper understanding of maternity as a social function, and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

These two articles are related to the general recommendations of CEDAW Committee (General Recommendation no. (3) on stereotyped concepts of Women, General Recommendation no. (12) on women protection against violence and including information about it in periodic reports, General Recommendation no. (19) on violence against women, and General Recommendation no. (21) on equality in marriage and in family relations).

### **First: Qualitative Indicators:**

- The existence of legislation or law that takes into account the best interests of the child and parent's rights.
- The existence of legislation or law that recognizes the rights of the mother and identifies her responsibility in the absence of the father.
- The existence of legal articles that recognize an equal status for the child of unknown parentage.
- The existence of policies for the allocation of resources (financial and human) to support the change of social and cultural patterns towards the responsibility of raising and upbringing children.
- The existence of programs, and awareness and educational projects that work on the harmonization of the Convention and legislation.
- The existence of media messages directed to change the stereotyped perception of women's role.
- The extent to which the Ministry of Education amends the educational curricula in order to purify it of any discrimination against women.
- The presence of televised and radio programs addressing issues of equality between men and women.

### **Second: Quantitative Indicators:**

- Number of legislations which has been added or amended in line with Article (5).
- Number of current legislation which recognizes equal rights for both sexes with regard to the child's interests.



### **Third: Quantitative and Qualitative Indicators:**

- Number of development programs for early childhood aimed at changing negative social patterns.
- Number of centers that focuses on training boys and girls on the steps of different social roles based on gender.

### **Article (6): Trafficking in Women:**

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

This article is relevant to the recommendations of the Committee of the Convention, (General Recommendation no. (19) on violence against women, and no. (26) on refugee migrant women).

### **First: Qualitative Indicators:**

- The existence of legislation, laws and measures to prevent trafficking and sexual exploitation of women and girls.
- The existence of legislation to impose deterrent penalty to the use of violence against women, exploitation of children in prostitution or places of prostitution, and deliberate transfer of AIDS and diseases transmitted through sexual contact.
- The existence of laws and immigration procedures that provide mechanisms to monitor and prevent trafficking in women and girls across borders.
- The existence of national measures to combat smuggling of human beings, especially women and children.
- Allocation of human and financial resources to prevent illegal trading.

- The existence of institutional arrangements to monitor the implementation of law and its review.
- The presence of intensive training on gender for employees and immigration officials on the enforcement of law.
- The presence of education and awareness programs for the public on measures to prevent illegal trading.
- The availability of procedures to combat the marriage of young girls.
- The availability of shelters and services for the reintegration of women and girls who were exploited in prostitution.
- Educational health services on the prevention of HIV and diseases transmitted through sexual contact and methods of their detection and treatment.
- The existence of training programs for workers in the relevant systems on combating trafficking in human beings.

### **Second: Quantitative Indicators:**

- Number of shelters opened for victims of trafficking in persons.
- Number of cases of illicit trade that has been investigated or those proceedings initiated on them.
- Number of facilities of legal assistance available to victims of trafficking in persons.
- Number of legislation that has been modified to prevent sexual exploitation of women and children.
- The percentage of workers in the application of immigration laws who have been trained on how to deal with cases of trafficking in human beings.

### **Third: Quantitative and Qualitative indicators:**

- Number of educational health programs on prevention of AIDS.
- Number of education and awareness programs on illegal trading.



## **Article (7): Political and Public Life:**

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies.
- (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government.
- (c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

This article addresses political participation and in particular access to decision-making. It is important for the general recommendations of CEDAW Committee (General Recommendation no. (23) on discrimination against women in political and public life, duration and guaranteed temporary measures to overcome obstacles.

### **First: Qualitative Indicators:**

- The existence of legislation relevant to women's participation in political life, such as the law for organizing Parties work of, the election law, the Municipalities Code, etc.
- Availability of the system of positive discrimination (quota) in the electoral law and relevant legislation.
- The existence of a certain mandatory or preferential quota for women in parliamentary or municipal elections.
- The type of portfolios assigned to women compared to men within the government.

- Voting in national, municipal and local elections.
- Access to membership of legislative councils.
- The existence of training and rehabilitation programs provided by civil society organizations for women's rehabilitation for parliamentary and local elections.
- The existence of awareness, advocacy and support projects implemented by regional and international organizations and women's empowerment programs.

### **Second: Quantitative Indicators:**

- Number of elected women for national parliaments, regional bodies, municipal and local authorities.
- Number of women listed in the electoral lists of political parties at the level of national and regional elections.
- Percentage of women's participation in voting for parliamentary and municipality elections.
- Number of women in the Cabinet of Ministries and high executive positions in the public service.
- Number of women in decision-making positions and high executive positions in the private, corporate and non-governmental sectors.

### **Third: Quantitative and Qualitative Indicators:**

- Number of rehabilitation and training programs for women candidates for parliamentary and local elections.
- Number of projects and programs aimed at mobilizing support and advocacy for women candidates in elections.

## **Article (8) : International Representation :**

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

This article addresses in particular women's access and participation in diplomatic and international work. It is important to general recommendations of CEDAW Committee (General Recommendation no. (8) on measures to support women's representation of Government, General Recommendation no. (10) on the promotion of the Convention and publication of reports and General Recommendation no. (23) on discrimination against women in political and public life, duration, and guaranteed temporary measures to overcome obstacles.

### **First: Qualitative Indicators**

- The presence of special legal articles on equality and affirmative action, or special procedures that facilitate women's access to diplomatic posts and nomination for international positions.
- Legislation to confirm equal opportunities for men and women concerning the diplomatic sector and international posts.
- Governmental ratification or other ratification measures that provide transparency in the selection and appointment of persons in diplomatic posts.
- Governmental ratification or other ratification procedures that provide transparency in the nomination of persons for election to membership of follow-up committees of international conventions and international posts.

- Recruiting and promoting plans for diplomatic posts, based on an accrual basis, or on the basis of addressing differences between both genders in the diplomatic service through the adoption of temporary special measures.
- The existence of diplomatic training institutes that guarantee access to training and follow-up of women's participation.
- Establishment of mechanisms for monitoring women's participation in this area.
- The existence of service training programs and training programs for women after graduation in the diplomatic service.
- The existence of educational programs in the field of international affairs, to train women to choose the diplomatic service and international work as a career path.
- The existence of programs to develop women's ability to support work and advocacy, and follow-up the process of appointing people in follow up committees on human rights conventions and other international posts.

### **Quantitative Indicators:**

- Percentage of women ambassadors.
- Number of women candidates for election as members of the follow-up committees of international conventions, or to fill international positions.
- Number of women elected to the follow-up committees of international conventions.
- Number of women in international posts.
- Percentage of women in the diplomatic service who received opportunities for postgraduate studies or special training.

### **Quantitative and Qualitative Indicators:**

- Number of training and educational programs for women in the diplomatic corps.



## **Article (9): Nationality:**

- 1 - States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.
- 2 - States Parties shall grant women equal rights with men with respect to the nationality of their children.

This article is concerned with general recommendations of CEDAW Committee (General Recommendation no. (21) on equality in marriage and in public relations, and articles (1, 2) on abolishing all forms of discrimination against women).

### **First: Qualitative Indicators:**

- The existence of legislation that gives women married to non-nationals the right to give her nationality to her children.
- The existence of legislation to ensure equality between men and women in acquiring nationality.
- The existence of a legal provision giving married women equal rights with men to give their nationality to their children.
- The existence of administrative provisions on granting nationality for children of married women.
- The existence of policies related to granting children the right of inheritance from their mother, holding a different nationality.
- The existence of advocacy and support programs to mobilize and back up the issue of granting children the nationality of their mother.
- The existence of raising awareness programs conducted by non-governmental organizations on the nationality of children of married women.

### **Quantitative Indicators:**

- Number of court cases where women succeeded in challenging the implications of errors in granting visas or nationality, contradicting with Article (9).
- Number and percentage of married women to aliens compared with the percentage of men married to aliens.

### **Quantitative and Qualitative Indicators:**

- Number of seminars and courses on children's right to hold their mother's nationality.
- Number of TV and media programs on children's right to the nationality of their mother.

### **Article (10): Education:**

States Parties shall take all appropriate measures to eliminate discrimination against women, in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies, and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training.



- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality.
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programs and adaptation of teaching methods.
- (d) The same opportunities to benefit from scholarships and other study grants.
- (e) The same opportunities for access to programs of continuing education, including adult and functional literacy programs, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women.
- (f) The reduction of female student drop-out rates and the organization of programs for girls and women who have left school prematurely;
- (g) The same opportunities to participate actively in sports and physical education.
- (h) Access to specific educational information to help ensure the health and well-being of families, including information and advice on family planning.

This article is related to the field of general recommendations of CEDAW Committee (General Recommendation no. (19) on Violence against Women and General Recommendation no. (14) on female genital mutilation).

### **First: Qualitative Indicators:**

- The presence of specific legislation which prohibits discrimination in education on the basis of race or gender.
- The presence of specific articles in the Education Act that promote reaching international levels related to the enrollment of girls and boys in schools.
- The existence of provisions in the Education Act that emphasize compulsory education for girls and boys.
- A provision in the Education Act on State provision of educational opportunities at all levels for girls/boys.
- Ratification of the United Nations Convention on the Rights of the Child.
- The existence of institutional arrangements for implementing legislation on compulsory education.
- Promoting fair access to education for girls/women and boys/men.
- The existence of policies that provide incentives to facilitate the access of girls and boys to education and free textbooks.
- The existence of affirmative actions to reduce gender inequalities in educational participation.
- Promoting gender equality through the curriculum, textbooks and teaching practices.
- Promoting women's participation in non-traditional programs in vocational training.
- Integration of reproductive health and sex education in school curricula.
- The existence of non-formal education programs for girls and boys outside the school.
- The existence of specific programs to increase access of girls and women to education.
- Providing education for children who suffer from disabilities.

- The existence of incentive programs to increase women's enrollment in technical and professional training programs.
- Providing gender-sensitive programs to teachers and educators.
- The existence of programs to increase the percentage of women in senior positions in the educational departments.
- The existence of literacy programs and functional illiteracy for women with very low levels of literacy and writing.
- The existence of adult education programs to meet women's specific needs such as: health, income-generating skills, self-confidence, initiative and leadership.

## **Second: Quantitative Indicators:**

- Rates of staying at school in compulsory education.
- Dropout rates from compulsory and secondary schools.
- Percentage of girls in secondary schools in scientific and professional disciplines.
- Percentage of girls in literacy programs.
- Percentage of girls with disabilities among children with disabilities in schools and other institutions.
- Percentage of women in vocational training and technical education institutes.
- Percentage of schools and educational institutions with programs that adopt curricula based on teaching women specific skills.
- Percentage of university students in graduate programs for women.
- Percentage of girls of the total successful students in competitive examinations for missions at all levels.

- Percentage of women among university graduates in different disciplines.
- Levels of literacy, according to levels of educational attainment of the population, by sex.
- Percentage of women school principals compared to men school principals.
- Percentage of women deans and deans deputies in faculties.
- Percentage of women on universities boards.
- The percentage of women presidents and faculty members at universities.
- Percentage of women in committees/bodies/councils specialized in decision - making/consultation.

### **Third: Quantitative and Qualitative Indicators:**

- Number of sport activities/games in which women participate.
- Number of women studies contexts/gender education in universities.
- Number of women's organizations/community-based organizations that provide women with literacy programs/education.

### **Article (11): Work:**

- 1 - States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular :
  - (a) The right to work as an inalienable right for all human beings.
  - (b) The right to the same employment opportunities, including the application of the criteria for selection in matters of employment.

- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training.
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work.
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave.
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2 - In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

- (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status.
- (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances.
- (c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities.
- (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.



- 3 - Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

This article is important for the general recommendations of CEDAW Committee (General Recommendation No. (12) on the protection of women against violence and including information about it in the periodic reports, General Recommendation no. (13) on equal pay for equal work, General Recommendation no. (16) on women working without pay in family enterprises in rural and urban areas, and General Recommendation no. (17) on measuring the amount of unpaid household activities and calculating them in the gross national product).

### **First: Qualitative Indicators:**

- The presence of specific articles in the law that guarantee women's right to work as a human right.
- The existence of specific provisions in labor laws to ensure equal employment opportunities for women and men.
- The existence of specific provisions in the legislation on the right to form associations and trade unions.
- The existence of provisions in labor legislation to ensure the following in the formal and informal sectors:
  - Minimum age for employment for women and men.
  - Equality in salaries, wages, benefits, overtime and bonuses between men and women workers.
  - Paid and unpaid leave.
  - Job security.
  - Protection from the profession's risks of and compensation.



- o Restrictions on women's employment in night work, illegal acts and mines.
  - o Conditions for terminating the service.
  - o Equal opportunities in training, rehabilitation and scholarship.
- The existence of provisions in the labor legislation on maternity leave, nursing breaks and protection against dismissal during maternity leave.
  - Ensure women's rights to social security on the basis of equality with men.
  - The existence of legislation to address sexual harassment and violence against women in the workplace.
  - Ratification of international conventions related to work.
  - The existence of bilateral agreements between countries exporting workers and the receiving States to protect migrant workers.
  - The existence of State's policies related to negotiations with trade unions on equal pay and bonuses.
  - The existence of policies to eliminate gender discrimination in employment, vocational guidance and job market.
  - The existence of policies to help self-employed women get credit facilities.
  - The existence of policies to help migrant workers in recruitment, training and access to equal rights with men in work contracts.
  - Provide flexible working patterns and services to enable women to combine work and family responsibilities.
  - The presence of policies on optional retirement for both women and men.
  - The existence of policies relating to the contribution of women and men in pension funds and provident funds.

- The existence of social security for parents without children and widows.
- The existence of policies approved by the State and employers to protect women from sexual abuse or sexual harassment at the workplace.
- Pilot programs to facilitate women's participation in small projects.
- The existence of programs to increase women's participation in training based on information technology to increase access to gainful employment.
- The existence of support projects for women workers who are laid off due to the reduction of expenses or forcibly retired women, including retraining programs.
- The existence of support programs for victims of gender based violence at the workplace.
- The existence of programs to help low-income workers through anti-poverty programs.
- The existence of programs to educate women on their economic rights.
- Availability of data disaggregated by gender related to women workers.

## **Second: Quantitative Indicators:**

- Participation rates related to age for both males and females.
- Percentage of women in the workforce.
- Unemployment rates of females and males.
- Percentage of self-employed workers of the total female labor force.
- Percentage of women migrant workers abroad.
- Percentage of women in the workforce in various economic activities.

- Percentage of the contribution of women workers in the gross domestic product.
- Number of women workers who received small loans.
- Average wages of workers, according to economic activity.
- Percentage of women beneficiaries of insurance plans in the informal sector, such as: farmers and self-employed workers.
- Percentage of employers who provide childcare services and nursing hours for mothers.
- Percentage of women workers affiliating to trade unions, compared with men.
- Percentage of women in decision-making positions in trade unions.
- Number of fundamental rights cases relating to discrimination against women at the workplace.
- Number of cases of sexual abuse and harassment at the workplace.

### **Third: Quantitative and Qualitative Indicators:**

- Number of non-governmental organizations, which conducts programs of skills training and self-employment for women.
- Number of non-governmental organizations that provides small loans to women workers.

### **Article (12): Health:**

- 1 - States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on the basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph (1) of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article no. (12) of CEDAW refers to all appropriate measures to eliminate discrimination related to women's health care, and to achieve equality in access to services, with particular emphasis on family planning. The article refers in particular to the services related to care in post-natal period, during and before pregnancy, and free services and nutrition during the period of maternity. There is a reference to the human immunodeficiency virus (AIDS) in the context of reproductive health and lifestyles and home environment, because of their effects on health and health requirements in special situations.

This article is important for general recommendations of CEDAW Committee (General Recommendation no. (12) on the protection of women against violence, and including information about it in periodic reports, General Recommendation no. (14) on female genital mutilation and General Recommendation no. (15) on the avoidance of discrimination against women in national strategies for the prevention of AIDS).

### **First: Qualitative Indicators:**

- The existence of health policies that ensure access to health care, reduce inequality and eliminate discrimination.
- The existence of reproductive health policies that enable men and women to access family planning services.
- The presence of nutrition policies to ensure equality between the sexes in nutrition at the household level.

- The existence of policies for the protection of women exposed to HIV, such as: migrant women, women in areas of armed conflicts and refugee women.
- Development of policies concerning the role of the health sector and providers of health care on violence against women.
- The existence of policies related to health care for women and girls vulnerable to trafficking.
- The existence of policies on combating traditional practices which harm the health status of women and girls.
- Providing training, education and advancement opportunities in work for women workers and specialists in the field of health.
- Inclusion of women's health issues in the curricula and training programs at all levels among the various categories of medical professionals.
- Developing a wide network of reproductive health services, education and access to information.
- Developing and implementing nutrition programs for pregnant women and nursing mothers.
- Awareness and education programs that promote gender equity in food distribution at the household level, especially during pregnancy, adolescence and early childhood.
- The existence of health programs that provide services to victims (girls and women) subjected to gender-based violence.
- Availability of health services for women in special situations, such as migrant women with disabilities and women affected by armed conflicts.



## **Second: Quantitative Indicators:**

- Percentage of women and girls who have access to primary health care services.
- Percentage of married women who use family planning methods.
- Percentage of prevalence of chronic diseases by age group and gender.
- Percentage of prevalence of disability by sex.
- Maternal and infant mortality rate.
- Survival rate for males and females.
- Percentage of children who suffer from malnutrition.

## **Third: Quantitative and Qualitative Indicators:**

- Number of programs aimed at educating women and raising their awareness about their health and nutrition.
- Number of courses and media programs for women and men about family planning.
- Number of awareness programs about AIDS.

## **Article (13): Economic and Social Benefits:**

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits.



- (b) The right to bank loans, mortgages, and other forms of financial credit.
- (c) The right to participate in recreational activities, sports and all aspects of cultural life.

This article is related to the areas of general recommendations of CEDAW (Recommendation no. (16) related to women workers without pay, Recommendation no. (17) related to measuring the amount of unequal household activities and Recommendation no. (19) on violence against women).

### **First: Qualitative Indicators:**

- The existence of a social security fund.
- A civil service system that protects women's rights in official work.
- The right to bank loans, mortgages, and other forms of financial credit.
- The existence of a pension fund that takes gender equality into account.
- The existence of appropriate policies developed for women's participation at work.
- Policies and procedures established to combat discrimination against women in public administrations.
- Actions taken by the Ministry of Labor when reporting a violation or vulnerability of women to abuse.
- Number of programs and projects, implemented to educate women about their economic rights.
- Number of lending institutions that provides services to educate women about access mechanism to loans.
- Number of sports and cultural institutions for girls and women.

## **Second: Quantitative Indicators:**

- Number of women who received loans for micro projects.
- Number of women members of trade unions.
- Number of women in economic, public and private, industrial, commercial, and service sectors.
- Percentage of women workers in senior and decision-making levels in the State's governmental economic organizations and the private sector institutions.

## **Third: Quantitative and Qualitative Indicators:**

- Number of courses available to small entrepreneurs on the mechanism of project management.
- Number of media programs, targeted at women and girls, on the mechanism of obtaining loans for their projects.

## **Article (14): Rural Women:**

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which they play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.
2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

- (a) To participate in the elaboration and implementation of development planning at all levels.
- (b) To have access to adequate health care facilities, including information, counseling and services in family planning.
- (c) To benefit directly from social security programs.
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency.
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment.
- (f) To participate in all community activities.
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes.
- (h) To enjoy adequate living conditions, particularly with in relation to housing, sanitation, electricity and water supply, transport and communications.

This article is related to areas of general recommendations of CEDAW, no.(3, 9, 11, 13, 15, 16, 17, 18, 19 and 21)

## First: Qualitative Indicators:

- The existence of legislation guaranteeing the rights of rural women.
- The existence of legislation to protect the work and products of rural women.
- The existence of legislation to support rural women's access to rural credit.
- The existence of legislation that supports rural women's access to appropriate health and educational care.
- The existence of policies to realize women's participation in development planning, implementation and monitoring of rural development programs.
- Policies that meet specific needs of women in the rural sector.
- The existence of policies to ensure women's rights to own land in the rural sector.
- The existence of policies to expand opportunities for gainful employment in the rural environment.
- The existence of policies to promote the development of projects in the sectors of agriculture, industry and services.
- The existence of policies to facilitate the access of rural women to credit, technology and markets.
- Promoting rural collaborative work, rural banking, women's banks, and self-help groups.
- Mobilizing women to organize themselves as independent groups.
- Participation of women and men in rural areas as the leaders of society and actors in local community based organizations.
- The existence of policies to raise women's educational levels in the rural sector and strengthen knowledge of functional literacy in illiterate women.

- Increasing women's access to agricultural guidance services and technical skills.
- The existence of policies that expand health care, family planning and guidance services in the rural sector.
- The existence of policies to strengthen the rural infrastructure, quantitatively and qualitatively in the areas of housing, shelter, and safe water sources.
- The existence of rural development programs that raise women's skills and increase their entry, along with their families, in rural areas.
- Skills development programs to expand women's economic role in the rural sector in the manufacture of foodstuffs, added value agricultural products and rural industries.
- The existence of programs for women's participation in agricultural guidance programs in villages.
- The possibility of access to credit, women's banks associated with local banks run by women, rural cooperatives, and self-help groups.
- The existence of centers for custody and care of children of working women in pre-school.
- Rural women's participation in the development and implementation of socio-economic development plans.

## **Second: Quantitative Indicators:**

- Proportion of women's property in rural areas.
- Percentage of women in rural areas who own land.
- Percentage of women in rural areas who own houses.
- Percentage of women in rural areas who have bank accounts and saving accounts.



- Percentage of women in rural areas participating in: agricultural guidance programs, training on the mechanization of farms and industrial technology, such as rural industries.
- Computer skills programs including service and maintenance.
- Percentage of women in rural enterprise development.
- Percentage of women in credit programs.
- Number of call centers that includes women.
- The possibility to access infrastructure. The percentage of families in the rural sector, which have the potential to access: safe water, electricity, and all other services

### **Third: Quantitative and Qualitative Indicators:**

- Number of integrated rural development programs.
- Number of rural development programs to raise women's skills and increase women's and their families entry in rural areas.
- The existence of programs designed to lift the economy in rural areas.

### **Article No. (15): LAW (Civil Rights):**

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men, and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

This article is related to areas of general recommendations of CEDAW (Recommendation no. (17) on measurement and assessment of household activities performed by women, no. (13) on equal pay for equal work, and no. (5) on temporary special measures).

### **First: Qualitative Indicators:**

- The existence of legislative safeguards to prevent discrimination on the basis of sex.
- Modifying economic legislation that discriminates on the basis of sex.
- The existence of legislation to give the same eligibility for women in commercial and financial transactions.
- Elimination of discrimination in legal practices in the civil areas.
- The existence of effective mechanisms for investigating human rights violations committed against women.
- The existence of measures and policies to protect women in commercial and financial transactions.
- The presence of educational and training programs in the field of human rights for women and workers in departments of trade and finance.
- The existence of programs to mobilize support for promoting women's civil and legal rights .

## **Second: Quantitative Indicators:**

- Number of cases related to women's civil rights before the courts.
- Number of cases of discrimination in civil rights against any gender, heard by the courts of public administrations.

## **Third: Quantitative and Qualitative Indicators:**

- Number of programs and projects aimed at educating women about their civil rights.
- Number of programs and projects targeted at workers in civil and finance departments on women's legal rights.

## **Article (16): Marriage and Family Life:**

- 1- States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality between men and women:
  - (a) The same right to enter into marriage.
  - (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent.
  - (c) The same rights and responsibilities during marriage and at its dissolution.
  - (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of children shall be paramount.
  - (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights.

- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount.
  - (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation.
  - (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.
- 2 - The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

These articles are related to general recommendations of CEDAW Committee, no. (4, 6, 9, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 24).

### **First: Qualitative Indicators:**

- The existence of legislation and legal reform to prevent early marriage and specify a minimum age for marriage.
- The existence of legislation to make the consent to marry a prerequisite for marriage.
- The existence of laws guaranteeing women's compensation in case of arbitrary divorce.
- The existence of laws that ensure women's right to live in matrimonial home after the dissolution of the marriage contract.

- The existence of laws according women rights of care and custody of children.
- The existence of laws which impose equal responsibilities towards the support of parents and children, taking into account women's economic efficiency and their ability to continue.
- The existence of laws that allow women to bear their names if they choose so.
- The existence of laws that allow women to divorce on the basis of their exposure to violence.
- The presence of articles providing the integration of family counseling within the laws on divorce.
- The Legislation to establish a fund for maintenance.
- Establishment of family courts to take quick legal action related to family disputes.
- The existence of human and financial resources for the integration of consultations in the adjudication or settlement of families.
- Establishment of facilities which can be accessed in different regions for the registration of birth and marriage.
- Intensive training on gender for practicing judges and lawyers in family courts.
- Intensive training on gender for family counselors.
- The existence of public education programs on women's rights, CEDAW, and discrimination issues.
- The formulation of generally accepted rules to be applied to the areas of family law, such as support for the child or parents.

### **Quantitative Indicators:**

- Number of cases in which maintenance or allowances to the wife and children are decided upon.
- Number of women who have bank accounts, as independent citizens.



- Registered rate of marriages and divorces.
- Average of marriage recurrences.
- Number of women who has been allocated land or housing by the State.
- Number of cases of family violence that has been investigated or prosecuted, based on records of health services, court records, and records of legal services.
- Number of centers that offer family counseling, free legal assistance and legal awareness for women.
- Number of court cases that challenges discriminatory policies and laws.

### **Quantitative and Qualitative Indicators:**

- Number of studies conducted on women's rights in the family.
- Number of programs related to awareness of women's rights in family law/Family/Personal Status.
- Number of training programs targeted at judges, lawyers and workers in the judicial systems.
- Number of family counseling offices in courts and family protection organizations.



منظمة المرأة العربية  
ARAB WOMEN'S ORGANIZATION

