

ANNEX I

Excerpts from reports directly referencing Article 8 obligations, guarantees, and implementation.

A. COMMITTEE REPORTS AND CONCLUDING OBSERVATIONS

1990

Canada(1990)¹

426. In terms of [article 8](#), there was a coordinated federal government approach to providing candidates for vacancies in the international organizations. Women were actively sought for those vacancies and the Government had also been a persistent voice for the advancement of women in the United Nations system.

Germany, Federal Republic of (1990)²

68. The criteria for selecting women to participate in international work was requested along with an indication of how many women worked for the United Nations system and specific measures taken to increase women[’s participation] in national delegations to international meetings, as called for in [article 8](#).

84. Regarding [article 8](#), information had been provided in the addendum to the report but assurance could be given that the criteria used to select women to represent the Federal Republic in international posts was professions competence. On article 9, it was confirmed that all previously discriminatory provisions of the law had been eliminated in 1970.

Malawi (1990)³

143. Under [article 8](#), it was asked in what capacity and in what proportion women participated at international conferences.

158. Referring to [article 8](#), she said, without giving detailed statistics, that women participated at all levels at international forums.

¹ Consideration of the Second periodic report of Canada, 1990, [CEDAW/C/13/Add.11](#), A/45/38, p. 75, 77.

² Consideration of the Initial report of the Federal Republic of Germany, 1990, [CEDAW/C/5/Add.59](#), A/45/38, p 14, 17.

³ Consideration of Initial report of Malawi, 1990, [CEDAW/C/5/Add.58](#), A/45/38, pp. 26, 27, 29.

Mongolia (1990)⁴

379. Responding to questions about international level participation in the context of **article 8**, she stated that women participated actively in bilateral and multilateral activities, including those relating to international peace and cooperation and the requirements were the same for both women and men. Mongolia was underrepresented in the United Nations Secretariat and the only Mongolian working there was a woman.

Peru (1990)⁵

275. Regarding **article 8**, the representatives stated that there had been efforts to increase the proportion of women in the diplomatic service and the representation of women was among the highest in the Latin American region, including offices at the top levels of the foreign ministry.

Thailand (1990)⁶

229. More detailed information was requested on the implementation of **article 8**.

Turkey (1990)⁷

296. With regard to **article 8**, more detailed information was requested on women in the diplomatic service.

314. Regarding **article 8**, she stated that 11.54 per cent of the career diplomats were women and 24.69 per cent of the high level jobs in administration were held by women, amongst whom one with the rank of Ambassador. Turkish women also played an active role in international organizations and conferences.

Ukrainian Soviet Socialist Republic (1990)⁸

341. Referring to a question under **article 8**, on the specific number, proportions and levels of women representing the Republic in international forums, the representative stated that 40 per cent of the members of delegations to other socialist countries in questions of economic cooperation were women, as well as 21.4 per cent of such delegations to Western countries. 4.2 per cent of delegations to international organizations and 10 per cent of the persons sent to work in the secretariats of international organizations.

United Kingdom of Great Britain and Northern Ireland (1990)⁹

187. Concerning **article 8**, information on the types of joint postings of spouses in the foreign service was requested, including the nature of individual entitlements in a joint posting, the frequency of men accepting special unpaid leave status to accompany a spouse, the possible duration or frequency of such leave, and the effects on career and social security. Questions were asked about efforts to recruit more women into the foreign service and the time necessary to reach ambassadorial rank as well as the proportion of the United Kingdom women in international organizations and their ranks.

204. On **article 8**, information was provided on steps to enable diplomatic couples to continue their foreign service careers by sending them to the same duty stations, often split between embassy, consular and mission functions, providing types of leave, including special leave without pay, which could be counted towards promotion. The operation of the Special Unpaid Leave programme was described, and it was noted that efforts were being made to recruit women in the

⁴ Consideration of Second periodic report of Mongolia, 1990, [CEDAW/C/13/Add.7](#), A/45/38, p. 69, 70.

⁵ Consideration of Initial report of Peru, 1990, [CEDAW/C/5/Add.60](#), A/45/38, 49, 51.

⁶ Consideration of the Initial report of Thailand, 1999, [CEDAW/C/5/Add.51](#), A/45/38, pp. 44, 46.

⁷ Consideration of the Initial report of Turkey, 1990, [CEDAW/C/5/Add.46](#), A/45/38, p. 54, 57.

⁸ Consideration the Second periodic report of the Ukrainian Soviet Socialist Republic, 1990, [CEDAW/C/14/Add.8](#), A/45/38, pp. 59, 61, 52.

⁹ Consideration of the Initial report of the United Kingdom of Great Britain and Northern Ireland, 1990, [CEDAW/C/5/Add.52](#), A/46/38, pp. 31, 33, 34, 38.

Diplomatic Service that had yielded a higher percentage of women recruited over the preceding four years, varying from 16 to 46 per cent. Figures were not available on United Kingdom women serving in international organizations.

1992

Austria (1992)¹⁰

22. On **article 8**, the representative said that the percentage of women in the diplomatic service was increasing, and a special unit had been set up to deal with the possible problem of women when they were transferred abroad.

Barbados (1992)¹¹

37. On **article 8**, members commented on the low representation of women in the diplomatic service. They asked whether any programmes were being carried out to encourage women to enter it and to reach the upper echelons.

China (1992)¹²

[Article 8] 178. In answering a question, the representative said that China currently had 1,314 women diplomats or 26.9 per cent.

Czechoslovakia (1992)¹³

[Articles 7 and 8] 248. Information on women's activities in political parties, trade unions and other political organizations would be provided in the third periodic report. She added that currently there were 6 women ambassadors out of a total of 65 (9.2 per cent). They served in such important posts as Australia, Austria and the United States of America. The diplomatic corps had 19 women members out of 400 (about 5 per cent). Women in the three parliaments accounted for between 8 and 12 per cent, and women heads of departments accounted for between 10 and 60 per cent. In the Ministry for Foreign Affairs, for example, five directors of departments were women (16.7 per cent). In the Czech Ministry of Privatization, 60 per cent of the leading positions were held by women.

Denmark (1992)¹⁴

262. On **article 8**, the representative stated that one woman was an ambassador, and some were in senior positions in the United Nations system. No specific details were given on the action taken by the Government to encourage the appointment of women to senior positions in the United Nations.

Italy (1992)¹⁵

54. On **article 8**, it was asked whether there were any women ambassadors.

¹⁰ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Austria, January 29, 1992, CEDAW/C/13/Add.27, A/46/38, pp. 62, 65, <https://digitallibrary.un.org/record/149001>

¹¹ Report of the Committee on the Elimination of Discrimination against Women, Eleventh session, (20–30 January 1992). Initial report, January 20, 23, 1992, Barbados, CEDAW/C/5/Add.64, A/47/38, pp. 17, 18,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38(SUPP)&Lang=en)

¹² Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of China, January 23, 1992, CEDAW/C/13/Add.26, A/47/38, pp. 41, 45, 46,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38(SUPP)&Lang=en).

¹³ Second periodic report, January 27, 1992, Czechoslovakia, CEDAW/C/13/Add.25, A/47/38, pp. 57, 58,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38(SUPP)&Lang=en).

¹⁴ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Denmark, January 28, 1992, CEDAW/C/13/Add.14, A/46/38, pp. 51, 52, <https://digitallibrary.un.org/record/149001>.

¹⁵ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Italy, January 21, 24, 1992, CEDAW/C/5/Add.62, A/46/38, pp. 12, 17, 19, <https://digitallibrary.un.org/record/149001>.

55. Referring to questions of nationality, article 9, it was asked which law applied to the personal relationship of the parties in a marriage and why the nationality of the father was given preference over the nationality of the mother.

70. Concerning [article 8](#), the law that authorized women to take up a diplomatic career had entered into force in 1963, which was too recent a date to have allowed women to reach the rank of ambassador.

Korea, Republic of (1992)¹⁶

[Article 8] 426. In answer to a question on the percentage of women in the diplomatic corps and what had been done to increase female participation in higher positions in the international field, the representative stated that there were 58 women in the diplomatic corps, representing 4.9 per cent of the total at the end of 1992. The Government was developing a training programme to expand female participation in the international field.

Nicaragua (1992)¹⁷

[Article 8] 378. Asked how many women were representing Nicaragua in other countries and how many were employed in international organizations, and what their proportion in relation to men was, the representative said that there was one woman ambassador who was serving as ambassador in five countries concurrently.

Norway (1992)¹⁸

152. Regarding [article 8](#), she stated that only 3 out of 72 ambassadors were women and that the percentage of women in the foreign service at the lower and higher levels was gradually increasing. She could not provide any statistics on the number of Norwegian personnel working in international organizations, but said that women in particular were urged to apply and that the number of candidates that were accepted had increased in recent years.

Poland (1992)¹⁹

186. In terms of [article 8](#), the representative said that following the reorganization of the Foreign Ministry, the recruitment and promotion of both men and women to higher posts had been subject to open competition. Of the 793 Ministry employees, 263 were women; of the 366 persons in the professional category, 46 were women of the 105 persons at the executive level, 3 were women; and of the 927 persons posted abroad, 37 were women - 1 with the rank of ambassador and 16 with diplomatic status, It had been acknowledged that the participation of women in the foreign service, in international conferences and in the work of international organizations had been insufficient. The situation had been a result of the previous system, which has used discriminatory practices. Over the past few months, 24 women had been appointed to diplomatic posts.

¹⁶ Report of the Committee on the Elimination of Discrimination against Women, Twelfth session, (18 January–5 February 1992). Second periodic report, January 28, 1994, Republic of Korea, CEDAW/C/13/Add.28, A/48/38, pp. 70, 71,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

¹⁷ Report of the Committee on the Elimination of Discrimination against Women, Twelfth session, (18 January–5 February 1992). Second and third periodic reports, January 26, 1994, Nicaragua, CEDAW/C/13/Add.20; CEDAW/C/NIC/3, A/48/38, pp. 63, 64,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

¹⁸ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Norway, January 23, 1992, CEDAW/C/13/Add.15, A/46/38, pp. 29, 31, <https://digitallibrary.un.org/record/149001>

¹⁹ Consideration of reports submitted by States parties under article 18 of the Convention. Second and third periodic reports of Poland, January 2, 1992, CEDAW/C/13/Add.16; CEDAW/C/18/Add.2, A/46/38, pp. 33, 35, 36, <https://digitallibrary.un.org/record/149001>

Portugal (1992)²⁰

290. In response to a question under **article 8**, she said that a high official of the United Nations had promised to provide the Commission with updated information on existing vacancies so that candidates could be actively sought.

Rwanda (1992)²¹

236. On **article 8**, no information was given on the reasons why the number of female diplomats had decreased. The only woman diplomat was serving at the Rwandese Embassy at Washington.

Spain (1992)²²

[Articles 7 and 8] 359. Turning to the increased number of women in the diplomatic corps, she said it was not an effect of recession, since Spain had satisfactory economic growth rates. Like other fields of public administration it was rather due to a system of recruitment based on merit, which was not always the case in the private sector.

Yugoslavia (1992)²³

343. On **article 8** the representative said that Yugoslavia had been active in women's issues at both the national and international levels. However, insufficient funds invested in the programmes to implement the national strategies had limited their effectiveness. In response to a question on the extent to which women were given opportunities to represent Yugoslavia internationally, she said that there were 116 female diplomats in the Federal Secretariat for Foreign Affairs (compared with 660 men), of whom 3 held high-ranking posts. Women were diplomats at permanent missions to United Nations bodies and members and heads of delegations to various conferences that dealt with disarmament and economic as well as social issues. Although Yugoslavia was underrepresented in the United Nations, Yugoslav women held two posts at the director level.

²⁰ Consideration of reports submitted by States parties under article 18 of the Convention. Second and third periodic reports of Portugal, January 29, 1992, CEDAW/C/18/Add.3, A/46/38, p. 58, <https://digitallibrary.un.org/record/149001>

²¹ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Rwanda, January 28, 1992, CEDAW/C/13/Add.13, A/46/38, pp. 45, 46, 47, <https://digitallibrary.un.org/record/149001>

²² Second periodic report, January 28, 1992, Spain, CEDAW/C/13/Add.19, A/47/38, pp. 72, 73, 78, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f47%2f38(SUPP)&Lang=en).

²³ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Yugoslavia, January 30, 1992, CEDAW/C/13/Add.23, A/46/38, p. 70, <https://digitallibrary.un.org/record/149001>

1994

Bangladesh (1994)²⁴

[Article 8] 297. In answering a question on the number of women diplomats, the representative said that there were about 10 career women diplomats.

Barbados (1994)²⁵

[Article 8] 429. In response to a question on the measures being taken to enhance the representation of women in international organizations and at the international level, the representative stated that there had been some improvement and that Barbadian women had been active in a number of international forums. The appointment of women to senior civil service positions meant that there would be greater representation by women at international conferences and other activities.

446. The Committee expressed concern at the serious lack of female participation in politics and in the representation of Barbados at the international level and in other decision-making positions. The Committee considered that to be of such importance that it wished Barbados to consider enhanced campaigns to involve women in those positions by applying article 4 of the Convention.

Colombia (1994)²⁶

[Article 8] 479. The representative stated that currently the Minister for Foreign Affairs was a woman and that 10 per cent of all ambassadors were women.

Guyana (1994)²⁷

[Article 8] 110. Members acknowledged the frankness of the part of the report under discussion, but asked for additional explanation about the obstacles that prevented women from participating in decision-making and whether there was actual equality of opportunity for women in access to power in public life. The representative replied that the stereotypical attitudes of women and men inhibited women's access to decision-making positions. As more women entered professional life, it was to be hoped that that trend would change.

Japan (1994)²⁸

[Article 8] 584. Asked about the number of women filling diplomatic posts, the representative stated that in 1993 14.8 per cent of the officials in the Ministry of Foreign Affairs were women. Of the candidates who had passed the Foreign Service Specialist Officer Examination in 1993, more than half had been women. There were four women ambassadors. Members suggested that the subsequent report give information on the percentage of female ambassadors and women holding posts in international organizations.

²⁴ General observations on the second and third periodic reports of Bangladesh, January 26, February 1, 1994, A/48/38, pp. 50, 51, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

²⁵ General observations on the combined second and third periodic reports of Barbados, January 26, 1994, CEDAW/C/BAR/2-3, A/49/38, pp. 82, 56,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

²⁶ General observations on the combined second and third periodic reports of Colombia, January 31, 1994, CEDAW/C/COL/2-3/Rev.1, A/49/38, pp. 90, 91,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

²⁷ Concluding comments on the initial report of Guyana, January 18, 20, 1994, CEDAW/C/5/Add.63, A/49/38, pp. 34, 35,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

²⁸ General observations on the second and third periodic reports of Japan, January 27, 28, 1994, CEDAW/C/JPN/2,

CEDAW/C/JPN/3, A/49/38, pp. 101, 106, 107,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

Kenya (1994)²⁹

[Article 8] 115. The Committee wished to know the percentage of women in the diplomatic service. The representative indicated that over 40 per cent of the officers in the Ministry of Foreign Affairs were women. She added that, in 1992, 27 per cent of the officers posted outside the country had been women.

Korea, Republic of (1994)³⁰

[Article 8] 426. In answer to a question on the percentage of women in the diplomatic corps and what had been done to increase female participation in higher positions in the international field, the representative stated that there were 58 women in the diplomatic corps, representing 4.9 per cent of the total at the end of 1992. The Government was developing a training programme to expand female participation in the international field.

Madagascar (1994)³¹

[Article 8] 208. The representative noted that there was no prohibition against women representing the country at international levels, but no women had been appointed ambassador since independence.

209. Commenting on that matter, members of the Committee raised questions about the actual situation and the measures taken to bring the equality in law into practice.

Netherlands, The (1994)³²

[Article 8] 282. Asked about government policies to increase the number of women in the diplomatic service, the representative of the Netherlands explained that policy measures were geared towards the recruitment and promotion of women and that preferential treatment was applied in cases where candidates had equal qualifications. In the case of couples with both partners in the diplomatic service, a number of arrangements had proved to be satisfactory to all parties concerned.

Nicaragua (1994)³³

[Article 8] 378. Asked how many women were representing Nicaragua in other countries and how many were employed in international organizations, and what their proportion in relation to men was, the representative said that there was one woman ambassador who was serving as ambassador in five countries concurrently.

Yemen (1994)³⁴

[Article 8] 223. In the third periodic report, as well as in the statement of the representative, it was mentioned that women had held important positions in international forums. The Committee asked whether it would be possible to have some statistical data. The representative observed that Yemen had many female diplomats, some in high positions.

²⁹ General observations on the combined initial and second periodic reports of Kenya, January 27, 1994, CEDAW/C/KEN/1-2, A/48/38, pp. 23, 24,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

³⁰ General observations on the second periodic report of the Republic of Korea, January 28, 1994, CEDAW/C/13/Add.28, A/48/38, pp. 70, 71, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

³¹ General observations on the initial report of Madagascar, January 18, 19, 1994, CEDAW/C/5/Add.65, A/49/38, pp. 48, 52,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

³² General observations on the initial report of the Netherlands, January 17, 20, 1994, CEDAW/C/NET/1, A/49/38, pp. 58, 59,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f49%2f38(SUPP)&Lang=en)

³³ Second and third periodic reports, Nicaragua, January 26, 1994, CEDAW/C/13/Add.20; CEDAW/C/NIC/3, A/48/38, pp. 63, 64,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

³⁴ Report of the Committee on the Elimination of Discrimination against Women, Twelfth session, (18 January–5 February 1992).

Initial, second and third periodic reports, January 29; February 2, 1994, Yemen, CEDAW/C/5/Add.61; CEDAW/C/13/Add.24;

CEDAW/C/YEM/3, 39, 43,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f48%2f38(SUPP)&Lang=en)

1995

Bolivia (1995)³⁵

[Article 8] 75. Members asked what the requirements were for working in the foreign service and where they were different for women and for men. They also wanted to know whether husbands opposed their wives working abroad or whether they were not allowed to join their wives working in the foreign service.

Chile (1995)³⁶

[Article 8] 131. Responding to questions regarding the representation of Chilean women on the international scene, the representative emphasized that an increase in the diplomatic service would take time, but that efforts were being made to have visible female representation at high-level international conference.

³⁵ General observations on the initial report of Bolivia, January 17, 20, 1995, CEDAW/C/BOL/1, A/50/38, pp. 21, 24, 25, 28, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f50%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f50%2f38(SUPP)&Lang=en)

³⁶ Concluding comments on the initial report of Chile, January 18, 24, 1995, CEDAW/C/CHI/1, A/50/38, p. 29, 32, 33, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f50%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f50%2f38(SUPP)&Lang=en)

1998

Czech Republic (1998)³⁷

198. The Committee is especially disappointed not to have received answers to its questions on the implementation of the provisions of **articles 7, 8 and 16 of the Convention** in the Czech Republic's oral responses.

³⁷ Initial report, January 26, 27, 1998, Czech Republic, CEDAW/C/CZE/1, A/53/38, pp. 17, 18, 19, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f53%2f38%2fRev.1&Lang=en.

1999

United Kingdom of Great Britain and Northern Ireland (1999)³⁸

302. The Committee notes with concern that the numbers and percentage of women in public and political life, in the judiciary, in positions of higher education and in other areas remain far from equal with men. The Committee recommends that the State party undertake a critical evaluation of the impact and sufficiency of current measures to comply fully with its obligations under **articles 7 and 8** of the Convention. The Committee recommends that specific strategies be adopted to encourage women to seek public office and governmental appointments, including mentoring, networking and review of merit qualifications to reflect a broader range of experiences and skills.

³⁸ Third and fourth periodic reports, June 10, 1999, CEDAW/C/UK/3 and CEDAW/C/UK/4, A/54/38/Rev.1, pp. 72, 73,74, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f54%2f38%2fRev.1\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f54%2f38%2fRev.1(SUPP)&Lang=en).

2000

Belarus (2000)³⁹

355. The Committee is concerned that the absence of an enabling environment in the country prevents women from fully participating in all aspects of public life in accordance with **articles 3, 7 and 8 of the Convention**. The Committee is **in particular concerned at the small number of women holding political and decision-making positions**.

Colombia (2000)⁴⁰

30. The Committee recalls that the full, equal, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the full implementation of the human rights of women and recommends that the State party: (a) **Take sustained measures, including temporary special measures, to introduce, in addition to statutory quotas for the representation of women in elected and appointed decision-making positions, the enforcement of alternation between men and women for the nomination of candidates within political parties** and the provision of financial and other **incentives to political parties with an equal number of women and men at equal ranks** on their electoral lists, in accordance with **articles 4 (1), 7 and 8** of the Convention and the Committee's general recommendation No. 23 (1997) on women in political and public life and general recommendation No. 25; (b) **Conduct awareness-raising campaigns on the importance of the participation of women in public and political life and continue to provide training and mentoring programmes on political participation, leadership and negotiation skills for women, in particular at the local level, and with a special focus on women affected by intersectional discrimination**.

³⁹ Concluding comments on the third periodic report of Belarus, January 28, 2000, CEDAW/C/BLR/3, A/55/38, p. 36, tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2F55%2F38%28SUPP%29&Lang=en

⁴⁰ Ninth periodic report Colombia, 2019, CEDAW/C/COL/CO/9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/071/96/PDF/N1907196.pdf?OpenElement>.

2002

Argentina (2002)⁴¹

[Article 8] *International representation*

339. 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. Within the foreign diplomatic service, women represent 9 per cent of all Ambassadors. When Secretary and Minister positions are included, women make up 10 per cent of the total. Total women Secretaries: 77 Total women Ministers: 31 Total women Counsellors: 63 Total women Ambassadors: 9

368. The Committee recommends that the State party should include and involve women in the process of economic, financial, political and social reconstruction of the country.

⁴¹ Fourth and fifth periodic report, August 16, 2002, Argentina, CEDAW/C/ARG/4, CEDAW/C/ARG/5, A/57/38, p. 199, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&DocTypeID=27.

2005

Gabon (2005)⁴²

243. While the Committee commends the State party for introducing temporary special measures to increase the number of women in public life and decision-making, it is concerned at the low level of women's participation, particularly in the National Assembly and the Senate, and at the international level, and the insufficient information provided about the implementation of **articles 7 and 8** of the Convention and the Committee's general recommendation 23 on women in public life and decision-making.

244. The Committee recommends that the State party implement temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to increase the number of women in decision-making positions. The Committee urges the State party to implement and strengthen training and awareness-raising programmes to **highlight the importance of women's participation in decision-making at all levels, including at the international level, and to create enabling, encouraging and supportive conditions for such participation.**

⁴² Second, third, fourth and fifth periodic report, January 14, 2005, Gabon, CEDAW/PAR/3-4; CEDAW/C/PAR/5, A/60/38, p. 42., [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f60%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f60%2f38(SUPP)&Lang=en).

2006

Chile (2006)⁴³

13. While welcoming the recent progress in decision-making positions in public life, the Committee expresses **concern about the fact that women's participation** in parliament, in municipalities and **in the foreign service remains slight.**

14. The Committee urges the State party to intensify its efforts to reform the binominal electoral system, which is unfavourable for women's political representation, and take measures, in particular **temporary special measures**, aimed at accelerating de facto equality between women and men in order to increase the participation of women in political life, particularly in parliament and municipalities, in line with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, on temporary special measures, and general recommendation 23, on women in public life. The Committee recommends that the State party **take measures to increase the number of women studying for a career in the foreign service in order to meet the commitments to gender equality introduced in the Management Improvement Programme and to comply with the State party's obligations under article 8 of the Convention.**

⁴³ Concluding comments on the fourth periodic report of Chile, 2006, CEDAW/C/CHI/CO/4, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCHI%2FCO%2F4&Lang=en

2007

Greece (2007)⁴⁴

536. The Committee calls upon the State party to effectively enforce the existing quota law in order to increase women's participation in local elected bodies and in the collective bodies of all Government agencies. It recommends that the State party implement temporary special measures in accordance with article 4, paragraph 1, of the Convention and its general recommendation 25 as a means to accelerate compliance with the provisions of **articles 7 and 8** of the Convention and to increase women's political participation in all areas, including in Parliament and the foreign service.

Kenya (2007)⁴⁵

461. The Committee is concerned about the under-representation of women in political and public life, in particular in Parliament (where women represent 4.8 per cent of elected members of Parliament), government ministries (where women make up 5.8 per cent of ministers), the Court of Appeal (where there are no women judges), the **diplomatic service** (where women make up 27 per cent of ambassadors and high commissioners) and in appointed decision-making bodies, in particular at decision-making levels.

462. The Committee requests the State party to strengthen and implement measures to increase the number of women in elected and appointed office, including the judiciary, in order to enhance compliance with **articles 7 and 8** of the Convention. The Committee recommends that the State party fully utilize general recommendation 23, concerning women in public life. It calls on the State party to use temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, in order to accelerate women's full and equal participation in public and political life, in particular at high levels of decision-making.

Lebanon (2007)⁴⁶

182. The Committee recommends that the State party use temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, as part of a necessary strategy to accelerate the achievement of de facto equality between women and men. It calls upon the State party to consider using a range of possible measures, such as quotas, benchmarks, targets and incentives, in particular with regard to accelerated implementation of **articles 7, 8, 10, 11, 12 and 14** of the Convention.

Serbia (2007)⁴⁷

93. The Committee urges the State party to strengthen and implement measures to increase the representation of women in appointed bodies and in government structures through, inter alia, effective application of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, in order to realize women's right to equal participation in all areas of public life and, in particular, at high levels of decision-making. The Committee recommends that the State party fully utilize general recommendation 23. It also recommends that the State party

⁴⁴ Sixth periodic report, Greece, January 24, 2007, CEDAW/GRC/6, A/62/38, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/415/16/PDF/N0741516.pdf?OpenElement>.

⁴⁵ Fifth and sixth periodic report, Kenya, July 27, 2007, CEDAW/C/KEN/6, A/62/38, p. 307, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/415/16/PDF/N0741516.pdf?OpenElement>.

⁴⁶ Third periodic report, January 22, 2007, CEDAW/C/LBN/3.

⁴⁷ Initial report, Serbia, May 16, 2007, CEDAW/C/SCG/1, A/62/38.

increase its efforts in offering or supporting capacity-building programmes for current and future women leaders and carry out awareness-raising campaigns regarding the importance of women's equal participation in political and public decision-making. The Committee recommends that the State party put in place an action plan for the full implementation of Security Council resolution 1325 (2000), taking into account paragraph 1 of article 4, and [articles 7 and 8](#) of the Convention.

Sierra Leone (2007)⁴⁸

365. The Committee expresses concern that temporary special measures are neither provided for in law nor used by the State party to accelerate the achievement of de facto equality between women and men in all areas of the Convention, including participation of women in political and public life ([articles 7 and 8](#) of the Convention), education (article 10 of the Convention) and employment in the formal economy (article 11 of the Convention), where the number of women and girls remains unacceptably low.

366. The Committee encourages the State party to establish a legislative basis for the use of temporary special measures, either in the Constitution or other appropriate legislation, in accordance with article 4, paragraph 1 of the Convention and the Committee's general recommendation 25. It draws the State party's attention to the fact that such measures are part of a necessary strategy towards the accelerated achievement of substantive equality for women in all areas covered by the Convention. It urges the State party to establish concrete goals, such as quotas and timetables to accelerate achievement of substantive equality between women and men for each area.

Vanuatu (2007)⁴⁹

328. The Committee is concerned about the underrepresentation of women at all levels of political and public life, in particular in Parliament, the judiciary, the **diplomatic service** and appointed decision-making bodies in education and administration, such as the Teachers' Services Commission.

329. The Committee requests the State party to strengthen and implement measures to increase the number of women in elected and appointed office, including the judiciary, so as to comply with [articles 7 and 8](#) of the Convention. The Committee recommends that the State party fully utilize general recommendation 23, concerning women in public life. It calls on the State party to use temporary special measures, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25, in order to accelerate women's full and equal participation in public and political life, particularly at high levels of decision-making.

⁴⁸ Initial, second, third, fourth and fifth periodic report, Sierra Leone, May 17, 2007, A/62/38.

⁴⁹ Initial, second and third periodic report Vanuatu, May 18, 2007, CEDAW/C/VUT/1-3, A/62/38.

2008

Madagascar (2008)⁵⁰

15. The Committee recommends that the State party implement temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, as part of a necessary strategy to accelerate the achievement of de facto equality between women and men. It calls upon the State party to consider using a range of possible measures, such as quotas, benchmarks, targets and incentives, in particular with regard to ensuring the accelerated implementation of **articles 7, 8**, 10, 11, 12 and 14 of the Convention.

⁵⁰ Second to fifth periodic reports, Madagascar, November 7, 2008, CEDAW/C/MDG/CO/5, [Etpu \(un.org\)](http://www.un.org).

2009

Guinea-Bissau (2009)⁵¹

32. The Committee **urges the State party to take concrete measures to accelerate the increase** in the representation of women in all branches and levels of Government in accordance with **articles 7 and 8** of the Convention and its general recommendation No. 23 on women in political and public life and through use of temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25. The Committee also encourages the State party to implement awareness-raising campaigns to highlight the importance to society as a whole of women's full and equal participation in decision-making at all levels. The Committee invites the State party to establish concrete goals and timetables to increase the number of women in political and public life and in decision-making processes, to monitor the impact of measures taken and the results achieved, and to report thereon in its next periodic report.

Japan (2009)⁵²

41. The Committee is concerned at the **low percentage of women in high-ranking positions in the Government, the Diet, the local assemblies, the judiciary, academia and the diplomatic service. It notes the lack of statistics on the participation of minority women in political and public life.**

42. The Committee urges the State party to **strengthen its efforts to increase the representation of women in political and public life**, through, inter alia, the implementation of special measures in accordance with article 4, paragraph 1, of the Convention, and with the Committee's general recommendation No. 25, in order to **accelerate the realization of women's de facto equality with men. It encourages the State party to ensure that the representation of women in political and public bodies reflects the full diversity of the population.** The Committee requests the State party to **provide data and information on the representation of women, including migrant and minority women, in political and public life, in academia and in the diplomatic service, in its next periodic report.** It calls upon the State party to consider using a range of possible measures, such as **quotas, benchmarks, targets and incentives**, in particular with regard to the accelerated implementation of **articles 7, 8, 10, 11, 12 and 14 of the Convention.**

Liberia (2009)⁵³

29. The Committee urges the State party to **take concrete measures to accelerate the increase in the representation of women in all branches and levels of Government and, in accordance with article 7 and 8** of the Convention and its general recommendation 23 on women in political and public life, including through the use of temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25. The Committee encourages the State party to **take cognizance of article 7 and 8 of the Convention as well as general recommendations 23 and 25 in the consideration of the draft Fairness Bill/Bill for the Equal Participation and Representation of Women in the Political Process.** The Committee also encourages the State party to implement awareness-raising campaigns to highlight the importance to society as a whole of

⁵¹ Initial, second, third, fourth, fifth, and sixth periodic report, Guinea-Bissau, August 7, 2009, CEDAW/C/GNB/CO/6, [Etpu \(un.org\)](http://etpu.un.org).

⁵² Sixth periodic report, Japan, August 7, 2009, CEDAW/C/JPN/CO/6, [Etpu \(ohchr.org\)](http://etpu.ohchr.org).

⁵³ Initial, second, third, fourth, fifth and sixth periodic reports of Liberia, August 7, 2009, CEDAW/C/LBR/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/LBR/CO/6&Lang=en

women's full and equal participation in leadership positions at all levels. The Committee invites the State party to monitor carefully the impact of measures taken and the results achieved, and to report thereon in its next periodic report.

2010

Malawi (2010)⁵⁴

26. While noting the efforts made to ensure women's participation in public and political life at all levels, including the nomination of a woman at the level of Vice President and the National Programme on Increasing Women's Representation in Parliament and Local Government, also known as the "50:50 Campaign", the Committee is concerned about the low level of participation of women at all levels of decision-making and the limited steps taken to address the underlying causes, including prevailing social and cultural attitudes.

27. The Committee urges the State party to strengthen its efforts and accelerate the increase in the representation of women in all branches and at all levels of Government, in accordance with **articles 7 and 8** of the Convention and taking into account its general recommendation No. 23, and through the use of temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25.

Papua New Guinea (2010)⁵⁵

[Participation in political and public life]. 33. The Committee expresses its concern about the very low representation of women in Parliament and by the low levels of participation of women in other areas of public and political life, especially at the highest levels of decision-making, local government, the judiciary, including the village courts, and **the international civil service**.

34. The Committee urges the State party to expeditiously adopt, through its Parliament, the Equality and Participation Bill with 22 reserved seats for women in Parliament. The Committee also calls on the State party to **take all appropriate measures to increase the number of women in elected and appointed office at all levels, so as to comply with articles 7 and 8** of the Convention. The Committee encourages the State party to take concrete measures, including temporary special measures, in accordance with article 4, paragraph 1, of the Convention, the Committee's general recommendations Nos. 23 and 25, and to establish concrete goals and timetables in order to accelerate the increase in the representation of women in all spheres of public life. It also encourages the State party to implement awareness-raising campaigns, including on the purpose of introducing temporary special measures as a necessary strategy for accelerating realization of women's de facto equality, such as quotas, and to highlight the importance to society as a whole of women's full and equal participation in leadership positions in all sectors and at all levels. The Committee also calls on the State party to take measures to empower women in the outer islands so that they can participate in island matters on an equal footing. The Committee recommends that the State party carefully monitor the effectiveness of measures taken and results achieved and encourages it to continue to use targets and quotas, where appropriate, in this respect.

⁵⁴ Sixth periodic report, Malawi, February 5, 2010, CEDAW/C/MWI/CO/6, [Etpu \(un.org\)](#).

⁵⁵ Initial, second and third report, Papua New Guinea, July 30, 2010, CEDAW/C/PNG/CO/3, [Etpu \(un.org\)](#).

2011

Oman 2011⁵⁶

31. While recognizing the presence of women in some high-ranking posts, the Committee is concerned at the very low representation or absence of women in the Consultative Council, the government, the judiciary and the **diplomatic corps**.

32. The Committee calls upon the State party to:

- (a) **Adopt laws and policies aimed at the promotion of women's full and equal participation in decision-making in all areas of public, political and professional life, in accordance with article 7** of the Convention and General Recommendation No. 23 (1997) of the Committee, and adopt temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's General Recommendation 25 (2004);
- (b) **Conduct awareness-raising activities** for the society at large about the importance of gender equality and women's participation in decision-making; including providing support for training of women's NGOs in the areas of the Convention's provisions and the Committee's jurisprudence, particularly **articles 7 and 8** and with regard to General Recommendations 23 and 25.

⁵⁶ Concluding observations on the initial report of the Sultanate of Oman, November 4, 2011, CEDAW/C/OMN/CO/1, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FOMN%2FCO%2F1&Lang=en

2017

Guatemala (2017)⁵⁷

26. The Committee is also concerned about the continued low representation of women in elected and appointed decision-making positions; women hold only two ministerial posts and **account for just 27 per cent of heads of mission in the foreign service**, 16 per cent of members of Congress and less than 3 per cent of mayors.

27. The Committee reiterates its recommendation contained in paragraph 26 of its previous concluding observations (CEDAW/C/GUA/CO/7) and recommends that the State party:

- (a) Take sustained measures, including **temporary special measures, such as amending the Elections and Political Parties Act to introduce statutory quotas for women's representation in elected and appointed decision-making positions**, enforcing the **alternation of men and women for the nomination of candidates** within political parties and providing **financial incentives** to political parties with an equal number of women and men at equal ranks on their electoral lists, in accordance with **articles 4 (1), 7 and 8 of the Convention** and the Committee's general recommendation No. 23 (1997) on women in political and public life and general recommendation No. 25 (2004) on **temporary special measures, to accelerate the representation of women in all areas of political and public life**, including in elected bodies and government posts at all levels and at the international level.

⁵⁷ Concluding observations on the combined eighth and ninth periodic reports of Guatemala, November 22, 2017, CEDAW/C/GTM/CO/8-9, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/08/PDF/N1739408.pdf?OpenElement>

B. EXAMPLES OF REPORTS SUBMITTED BY STATES PARTIES

2004

Angola (2004)⁵⁸

[CHAPTER V. 5. International Representation]

5.1 Representation within the United Nations System and in Foreign Missions In this chapter, we are supposed to discuss the problem of Angolans in general, and Angolan women in particular, who are working in non-Angolan institutions, especially international organizations such as the WHO, UNESCO, UNICEF, the UNDP, UNIDO, the ILO, and many others.

According to information furnished by the head of human resources at the Ministry of Foreign Affairs, there are very few Angolans working in those organizations. That is why the United Nations sent a team to Angola to administer tests designed to recruit personnel to work at international organizations.

The absence of an office within the Ministry of Foreign Affairs that could compile statistical data on this area of the work force has made it very difficult to collect figures. Due to the lack of available data on the representation of Angolan women in foreign missions, we cannot report on this aspect. Some cases have been mentioned, but they were not of statistical quality. It is recommended that work be done to consolidate statistical data, by sex, on employment in foreign missions so that the next report will achieve the expected goals in this area.

5.2 Representation in Diplomatic Missions

As for representation of women in diplomatic missions, figures obtained from the Ministry of Foreign Affairs' human resources department indicated that 298 people are working in this country's diplomatic missions. Of these, 94, or 32% are women and 204, or 68%, are men.

Overseas, women are represented in the following manner: one woman ambassador (to Sweden) and four minister counselors (in New York, Paris, Madrid, and Harare). Angola has four career ambassadors who are women.

Most of the women in diplomatic service hold junior positions, even though the selection process for hiring such personnel is competitive, consisting of an evaluation of credentials, followed by final assessment tests.

5.3 Representation on International Delegations

The Ministry of Foreign Affairs does not have figures on the number of Angolans serving on international delegations at this time. We recommend that a consolidated compilation be made of all the statistics in this area, differentiated by gender, so that in future reports we can give a precise picture of the situation.

⁵⁸ Combined fourth and fifth periodic reports of Angola, CEDAW/C/AGO/4-5, June 8, 2004, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N04/381/88/PDF/N0438188.pdf?OpenElement>

The Ministry of External Relations is the governmental institution concerned with the execution of the Foreign Policy of the Country. Recruiting of personnel for the diplomatic career is made through public bid, without sex distinction.

The appointing of ambassadors is of the competence of the President of the Republic under proposal by the foreign minister. From counsellor ministers to third secretaries are appointed by the minister. The opportunities to increase the number of women in diplomatic posts have been scarce. MIREX has been applying the gender policy timidly. From 1997 to 2002 the number of women appointed to diplomatic posts increased.

Position	Total and Men	Women	Number of Women	Number of Men
National Directors	17	2	2	15
Heads of Department	36	8	8	28
Ambassadors	78	6	6	72
Counsellor Ministers	56	12	12	44
Advisers	53	11	11	42
1st Secretary	75	13	13	62
2nd Secretary	63	26	26	37
3rd Secretary	14	5	5	9
Attaches	22	5	5	17
Consuls	14	2	2	12

Representations to Regional and International Organisations

Angola has diplomatic representations in many countries, and is a member of the United Nations, of the African Union, SADC and CPLP. Two women hold the post of ambassador (United States and India). One holds the post of Executive Secretary of the Inter-African Coffee Organisation and another as Adviser for Gender Issues at the Community of Portuguese Speaking Countries. Participation in International Conferences Angola is a party to most United Nations Conventions and participates since 1975 in the United Nations Conferences on Women as follows, (among others): 1st United Nations Conference on Women/Mexico – 1975 2nd United Nations Conference on Women/Copenhagen – 1990 3rd United Nations Conference on Women/Nairobi – 1985 International Conference on Population and Development/Cairo – 1994 African Regional Conference on Women/Dakar – 1994 4th United Nations Conference on Women/Beijing – 1995 United Nations Conference on Human Settlements Habitat II/Istanbul – 1996 United Nations General Assembly Meeting of the Committee on Women Status – 41st, 42nd, 43rd, 44th, 45th, 46th, Sessions at New York International Conference on Family Policies and Plans of Action/Canada – 1996 17th and 18th Meeting of the African Coordination Committee for Women Integration in Development Addis Ababa, 1996 and 1997 18th Meeting of the African Regional Committee of Women MP's/Tanzania – 1996 Conference on Women MP's/Namibia – 1997 Conference on Gender Equality/Swaziland – 1997 First Ladies Summit on Peace/Abuja – Nigeria – 1997 8th Congress of the Pan-African Women's Organisation/Zimbabwe International Conference on Adults Education/Germany – 1997 SADC Conference on Prevention of Violence Against Women/Durban – South Africa – 1998 Conference of Solidarity Towards Women/Cuba – 1998 Western and Southern Africa Sub-regional Conference on Implementation of Dakar and Beijing Platforms/Seychelles – 1999 Pan-African on the Culture of Peace/Zanzibar – Tanzania – 1999 Conference on Prevention and Management of Violence against Women and Children/Zimbabwe – 1999 Conference on Assessment of the Dakar Platform +5/Addis Ababa – 1995 United Nations General Assembly Special Session on the Assessment of Beijing Platform+5/New York – 2000.

2005

India (2005)⁵⁹

[Article 8]. *International representation and participation Basic information*

184. Women have equal opportunity with men to represent Government at the international level. Between 1997 and 2002, the number of women in the Indian Foreign Service increased from 67 to 78, an addition of 11 women during the period. The proportional increase is from 11.43 per cent in 1997 to 13.38 per cent in 2002, an increase of about 2 per cent in a span of five years.

185. Women have been members and leaders of Government delegations representing the country to various international fora, including the Beijing Conference and the Special Session to review the Beijing Declaration in 2000, and the successive UN Commissions on the Status of Women. A woman official led the team that presented the Initial Country Report to the UN CEDAW Committee in January 2000. Challenges ahead.

186. The challenge lies in fulfilling the Government's endeavour to encourage women's participation in the work of international organizations through the implementation of special measures in relation to education and coaching programmes. Government in its Tenth Plan also commits to introduce women friendly personnel policies to encourage women to represent and participate effectively in international fora.

Tajikistan (2005)⁶⁰

[Article 8]. The diplomatic service in the Republic of Tajikistan is governed by the law of 2002 on the diplomatic service. That law defines the legal bases and the rules for organizing and operating the Republic of Tajikistan diplomatic service.

Admitted to the State diplomatic service are Republic of Tajikistan citizens who have higher education and the capabilities needed to work in the diplomatic service. The law does not establish specific requirements for entry into the diplomatic service based on sex.

The table provides an overview of the data on Republic of Tajikistan diplomatic service employees, broken down by sex.

Total number in diplomatic posts	80
Women	17
Percentage accounted for by women	21.25

Number of women working on staff of Ministry of Foreign Affairs

Diplomatic rank and time in service	Total (individuals)	Men (individuals)	Women (individuals)	Percentage accounted for by women, %
Total in diplomatic posts	80	63	17	21.25
Administration chiefs	13	12	1	7.69
Division heads			3	
Advisor			1	
Secretary, cat. I			4	
Secretary, cat. II			3	
Secretary, cat. III			5	

In Republic of Tajikistan diplomatic and consular offices abroad, three women hold diplomatic posts. The law on the diplomatic service does not address cases in which both spouses are diplomats.

⁵⁹ Consideration of reports submitted by States Parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Combined second and third periodic reports of India, October 19, 2005, CEDAW/C/IND/2-3, p. 57, <https://www.un.org/womenwatch/daw/cedaw/cedaw36/India2-3E.pdf>

⁶⁰ Consideration of reports submitted by States Parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Combined initial, second and third periodic reports of Tajikistan, June 7, 2005, CEDAW/C/TJK/1-3, p. 21, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fTJK%2f1-3&Lang=en

2007

Niger (2007)⁶¹

207. *Chapter 6: Women and international participation*

Article 8 of the Convention reads:

“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.”

While in the Niger women may carry out representative duties on equal terms with men, in reality they are poorly represented in the diplomatic service and few women from the Niger work in international organizations, as the figures below show.

6.1. Representation of women in diplomatic missions

Few women hold positions of responsibility in diplomatic missions; only three out of nine ambassadors are women.

6.2. Participation of women in the work of international organizations

In the Niger, there is no legislation which hampers the participation of women in the work of international organizations. Women from the Niger have taken an active part in the deliberations of various international and regional conferences, especially those on women. For example, they have attended several international and subregional conferences organized by the United Nations, United Nations agencies or by African subregional organizations, to wit:

- Sessions of the United Nations General Assembly, including the special session on Beijing +5, which was attended by 17 delegates from the Niger, the majority of whom were women representing the Government or civil society (NGOs and associations);
- Meetings convened in 1990 and 1994 by the United Nations Conference on Trade and Development on the role of women in the development of the least developed countries;
- The Summit on the Economic Advancement of Rural Women, held in Geneva in 1992;
- The International Conference on Population and Development in 1994;
- The World Summit for Social Development in 1995;
- The Fourth World Conference on Women, held in Beijing in 1995.

Nevertheless, notwithstanding their participation in the deliberations of these conferences, few women from the Niger work for international organizations.

Even if they are employed by such bodies, they rarely hold positions of responsibility; only one woman from the Niger represents the United Nations Children’s Fund in the subregion.

Many constraints hamper the access of women from the Niger to employment in international organizations — for example their low level of education and sociocultural impediments, such as the fact that, if a woman is married, she is frequently unable to pursue a career in an international organization if her husband lives in the Niger.

⁶¹ Initial and second periodic report 2007, Niger, November 21, 2005, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNER%2F1-2.

2008

Libyan Arab Jamahiriya (2008)⁶²

*[Response to **Article 8**]*

The free educational opportunities and training given to young Libyan women have enabled them to obtain posts at all levels. Education and training opportunities for young women have expanded in all fields and at all levels, increasing their prospects for work in different economic and social sectors—including the Diplomatic Corps—and to represent Libya in international and regional conferences and symposia. This has been made possible through the awareness and will of Libya's political leadership, which has helped women overcome inherited social and cultural obstacles impeding their freedom to travel. The Libyan leadership has provided women with everything possible in this regard, generating confidence in them to participate and speak on behalf of Libya in international gatherings.

In this context, Libya has seen a major expansion in university education institutions, which are now located throughout Libya. In the 1970s, the General People's Committee for Foreign Liaison and International Cooperation (Ministry of foreign Affairs) established a College of International Relations, which prepares and qualifies both male and female students without discrimination, to serve in the Diplomatic Corps.

Consequently, the number of women holding diplomatic posts has risen noticeably over the past three decades, after previously being negligible. Many Libyan women now hold diplomatic posts in Libyan embassies in fraternal Arab countries, embassies in other friendly countries, and in international and regional organizations.

Law No. 2 of 2002 on the Diplomatic and Consular Corps stipulates the following:

"A person appointed as member of the Corps must meet the requirements for holding a public post in the government and:

- a. Enjoy Libyan nationality.
- b. Be fully competent.
- c. Be of commendable background and conduct.
- d. Not have been convicted of a felony or misdemeanour breach of honour or trust, even if he has been rehabilitated.
- e. Not have been dismissed from a public post as a disciplinary measure.
- f. Establish his physical fitness.
- g. Have obtained a university diploma in law, political science, economics, trade, or literature".

The aforesaid article establishes general requirements that must be met by both men and women. Accordingly, many women have joined the Diplomatic Corps. Some hold the post of bureau secretary (ambassador). Table 1 below shows the number of Libyan women employed in the Diplomatic Corps during 1998-2003.¹³ As the table shows, the highest grade in the Diplomatic Corps is assistant secretary. Women comprise a significant percentage of the employees at this grade. This points to a growing general awareness of the importance of women working in diplomacy and to the greater freedom women now enjoy to travel, reflecting social trends that have started to change to the advantage of women in this field.

⁶² Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, Combined second, third, fourth, and fifth periodic reports of Libyan Arab Jamahiriya, December 4, 2008, CEDAW/C/LBY/5, <https://www2.ohchr.org/english/bodies/cedaw/docs/AdvanceVersions/CEDAW.C.LBY.5.pdf>

<i>Grade</i>	<i>Number of men</i>	<i>Number of women</i>
8 (assistant secretary)	132	57
9 (secretary)	56	29
10 (assistant advisor)	223	33
11 (political advisor)	200	4
12 (assistant expert)	233	6
13 (expert)	89	2

Regarding Libyan women's participation in international conferences, Women have served in Libyan delegations participating in successive UN General Assembly sessions, as seen in Table 2 below, which covers the 53rd-63rd (1998-2008).

<i>Date of session</i>	<i>Session number</i>	<i>Number of men</i>	<i>Number of women</i>
1998	53	16	01
1999	54	18	01
2000	55	16	02
2001	56	08	--
2002	57	--	--
2003	58	06	03
2004	59	12	02
2005	60	14	02
2006	61	17	03
2007	62	16	01
2008	63	08	02

Libyan women have also participated in a number of sessions of the Commission on the Status of Women in New York. In 2003, a Libyan woman chaired the UN Human Rights Committee. Libyan women have participated in many Arab, African, and international meetings and conferences and have been appointed to many diplomatic posts aboard, including the posts of Libya's representative to UNOG and ambassador to the Netherlands, Austria, and Malta. A woman currently serves as Libya's ambassador to Serbia, and many female diplomats serve in Libya's embassies aboard at various diplomatic grades.

2010

Bangladesh (2010)⁶³

[Article 8]: *Equal Opportunity for International Representation and Participation*

243. From MoWCA, Adviser, Secretary and Joint Secretary participated in 4 to 5 international events during the reporting period.

244. From MoHFW, Joint Chief, Planning Wing, participated in 2 to 3 international forums on health and gender issues.

245. MoWCA provided inputs to the following country papers presented by several dignitaries:

- 1) Economic and Social Survey of Asia and Pacific 2007 on theme: Poverty Reduction in Asia and Pacific: Issues, Modalities and Strategies.
- 2) Good Governance and Women Empowerment, September 12-14, 2007, Seoul, Republic of Korea.
- 3) "Profile of Women in Bangladesh".
- 4) AID Effectiveness and Gender.
- 5) Presentation paper for the 52nd Session of Commission on the Status of Women (CSW) presented in New York.
- 6) Country paper presented by the Joint Secretary (Hospital and Gender) of MoHFW on Gender and Health Sector, Sri Lanka.
- 7) Presentation on CRC Optional Protocol in December 2007 was made by Secretary, MoWCA.
- 8) CRC Periodic Report presentation in Geneva in June 2009 was made by Secretary, MoWCA.
- 9) WTO Cell in MoC includes women representatives.

246. From MoPME, during 2008, 15 women officials have participated in international seminars and conferences.

247. From MoI, increasing numbers of women (10-15 percent) are participating in different international events such as country delegations, international conferences, meetings, workshops, training, study missions etc. In case of domestic events, the ratio of women participation is higher and the instruction from the Ministry is to ensure at least 25 percent women participation. Women development issues are included in the training curricula. Out of 45 officials, ten are women.

Congo, Republic of the (2010)⁶⁴

*Section I – Legislative situation – **Article 8***

111. From the legal point of view, Congolese women enjoy the same rights as men as regards access to posts in the civil service in general and diplomatic and consular posts in particular. Unfortunately they are underrepresented.

Section II – Representation of women in diplomatic and consular posts

Table 2 – Women at various levels of the diplomatic service

⁶³ Consideration of reports submitted by State parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Combined sixth and seventh periodic reports of Bangladesh, March 24, 2010, CEDAW/C/BGD/CO/6-7,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FBGD%2F6-7&Lang=en

⁶⁴ Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Sixth periodic report of the Congo, July 20, 2010, CEDAW/C/COG/CO/6,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FCOG%2F6&Lang=en

Post	Men		Women		Total
	Number	%	Number	%	
Minister plenipotentiary	4	100	0	0	4
Foreign affairs counsellor	61	87.14	9	12.85	70
Foreign affairs secretary	189	86.30	30	13.69	219
Chief of foreign affairs division	10	100	0	0	10
Foreign affairs attaché	56	84.84	10	15.15	66
Chancery clerk	64	59.252	44	40.74	108
Assistant chancery clerk	2	25	6	75	8

Source: Ministry of Foreign Affairs and Francophonie, 2006.

112. A look at staffing tables in the diplomatic missions confirms the underrepresentation of women. No woman currently holds the post of ambassador, while there is just one woman deputy secretary-general ambassador (with responsibility for Europe, the Americas, Asia and Oceania), i.e., 20 per cent women as compared with 80 per cent men.

Table 3 – Staff in diplomatic missions by sex

Post	Men		Women		Total
	Number	%	Number	%	
Ambassador	15	100	0	0	15
Minister counsellor	14	93.33	1	6.66	15

Post	Men		Women		Total
	Number	%	Number	%	
Counsellor	52	86.66	8	13.33	60
Secretary	44	89.79	5	10.20	49

113. It should be noted that women have held the ambassador's posts in the past, in Guinea, Cameroon and Mozambique between 1975 and 1986.

2. International level

114. Women are also underrepresented in subregional, regional and international organizations.

Section III – Constraints

115. The following constraints stand in the way of women's representation:

- Men's lack of enthusiasm for or interest in issues relating to the advancement of women
- Lack of commitment on the part of the majority of Congolese women to the cause of their own advancement
- Lack of lobbying in support of women's applications or of action by women in support of their claims
- Women's underrepresentation in decision-making circles
- The weight of customs that accord men superiority over women
- Lack of women specializing in this field
- Marginalization of women by their peers
- Lack of information on vacancies, training and retraining courses, and seminars and other meetings at the national and international levels.

Section IV – Outlook for the future

116. The following prospects for future action may be noted:

- Steering girls towards male-dominated fields of study
- Attempts to reduce the female dropout rate at school and university
- Creation of women's lobbies
- Further training for women with a view to strengthening their capacity for participation
- Wide circulation of vacancy announcements in subregional, regional and international organizations
- Funding for women to attend international conferences and summits
- Creation and maintenance of a file on female human resources

Republic of Korea (2010)⁶⁵

[Article 8]. *1. Participation in international organizations*

83. Among the total of 326 Korean citizens working at international organizations including the United Nations, about one third are women. In the JPO (Junior Professional Officer) program which trains young people to advance to international organizations, approximately 80% of the selected participants are women. In addition, the Ministry of Gender Equality selects 30 interns on global issues every year (15 per year during 1998– 2008) and supports their participation in international meetings and internship programs.

2. Improved women's participation in the foreign service.

84. As of August 2008, out of the total of 1,570 diplomatic officials within the Ministry of Foreign Affairs and Trade, women constitute 20.7%, an increase by 11.7 percentage points as compared to 9.0% in 2004. The proportion of women who passed the national Foreign Service Exam remains stable at above 50% since 2007.

Nicaragua (2010)⁶⁶

[Article 8]. *Equality in political and public life at the international level*

89. Exercising effective and democratic leadership among the various regional and global actors is part of sustainable development, which Nicaragua is pursuing by building a modern, fair and supportive society, in which peace and respect for human rights are guaranteed.

90. Nicaraguan citizens have the right to participate on an equal footing in the conduct of public affairs and the administration of the State. The Constitution guarantees the right to the effective participation, at the national and local levels, of individuals, families and communities in the formulation, implementation, evaluation, monitoring and follow-up of public and social policies and public services. This right is also guaranteed by specific laws on equal rights.

91. In accordance with equal rights legislation and the Foreign Service Organic Act, entry to the diplomatic service is free from discrimination. The selection process for future diplomats consists of an open nationwide competition that is administered exclusively by the Ministry of Foreign Affairs. By way of illustration, the number of women representing the country in the embassies has risen from 6 to 16. Those women consuls are based in El Salvador, Guatemala, the Dominican Republic, Jamaica, Brazil, Chile, Colombia, Peru, Uruguay, Venezuela, Germany, France, the United Kingdom, Italy, the Russian Federation and the Holy See.

92. In 2008, for the first time in 15 years and for the second time in its history, the Central American Parliament was presided over by a woman and achieved gender parity, with six women and six men on the Board. For the period 2018–2019, the president is a woman and 5 of the 12 members are women.

93. In 2008, the Government ratified the Convention establishing the Council of Central American Ministers for Women's Affairs, a body that makes proposals, conducts analyses and makes recommendations on political, economic, social, environmental and cultural matters of common interest, in order to advance and coordinate the development of the member countries by initiating, drafting and proposing policies aimed at transforming the situation, position and status of women in the region. Nicaragua also participates in the Inter-American Commission of Women of the Organization of American States, and the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, a subsidiary body of the Economic Commission for Latin America and the Caribbean. It is also a member of the Bureau of the Commission on the Status of Women, the Association of Electoral Bodies of Central America and the Caribbean, the Inter-American Institute of Human Rights and the Forum of Women in Political Parties.

⁶⁵ Seventh periodic report of the Republic of Korea, November 9, 2010, CEDAW/C/KOR/7, p. 22,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FKOR%2F7&Lang=en

⁶⁶ Combined seventh to tenth periodic reports submitted by Nicaragua under article 18 of the Convention, due in 2010, January 8, 2020, CEDAW/C/NIC/7-10, p. 17, <https://digitallibrary.un.org/record/3850757?ln=en>

94. Nicaragua considers it imperative to continue the joint work on the gradual and progressive construction of a Central American and Latin American union. To that end, in fulfilment of its international commitments, it is working actively within the Human Rights Council, the Inter-American human rights system, the Movement of Non-Aligned Countries, the Community of Latin American and Caribbean States, the Bolivarian Alliance for the Peoples of Our America – Peoples' Trade Agreement, the Central American Integration System, the Ibero-American Summit of Heads of State and Government, the Summit of the Americas and all bodies of the United Nations and the Organization of American States.

South Africa (2010)⁶⁷

[Article 8]. *International Representation and Participation*

8.1 Diplomatic appointments of women increased dramatically since 1998. Twenty-three (24.2%) women were appointed as Ambassadors and High Commissioners in 2005. This indicates a 188 percentage increase in the number of women appointed as Heads of Missions from 8 (17.4%) in 2001. Overall, there are 296 (40.68%) women employed in Missions abroad, including Ambassadors and High Commissioners. In 2008, women account for 36% appointed as Ambassadors, High Commissioners and Consul-Generals.

Women's Participation in International Forum Processes

8.18 South Africa nominated a woman as a candidate, Justice Navi Pillay, for the International Court of Justice in 2004. Furthermore, women are equitably represented amongst South Africa's delegates to the Pan African Parliament. The nomination of women as technical staff for different international forums such as the UN, AU, NEPAD and SADC structures has also improved considerably in the last few years. However, the government has noted that a lot still needs to be done in this area. Several female Ministers are Chairpersons of International and global bodies. One such example is the Former Minister for Public Service and Administration who was President of the Commonwealth structure (CAPAM) as well as the Chair of the Pan African Ministers for Public Service. **8.19** South Africa has also supported a civil society initiative by the Spousal Office in the Presidency, to assist women in post war situations to participate meaningfully in post war social reconstruction and democracy processes. This has included Peace Round-Tables⁵⁶ involving dialogue between South African women and women in the Democratic Republic of Congo, Burundi and Rwanda.

⁶⁷ Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Combined second, third and fourth periodic reports of South Africa, March 24, 2010, CEDAW/C/ZAF/CO/2-4, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FZAF%2F2-4&Lang=en

2011

Bahrain (2011)⁶⁸

[Article 8]. *Representation and participation at international level] Measures taken*

111. Women participate on an equal footing with men in representing Bahrain at international level. There follow some examples of participation in international representation and in the work of international organizations, according to information from the Ministry of Foreign Affairs:

- The number of female ambassadors increased from two in 2007 to three in 2010;
- The number of female envoys in various overseas missions of the Kingdom of Bahrain in 2010 was nine;
- The number of female diplomats in the Ministry rose from 58 in 2007 to 62 in 2010 and the number of female administrative staff rose from 8 in 2007 to 18 in 2010, out of a total staff of 337.

112. Female staff of the Ministry have taken part in international, regional and bilateral meetings including, for example, participating in the 5 meeting of the national committees of the States of the GCC; attending the twenty-first session of the Governing Council of the United Nations Human Settlements Programme; accompanying the delegation from the Chamber of Deputies and Consultative Council which visited the headquarters of NATO and meeting the Secretary General of the Alliance; participating in meetings of the one hundred twenty-seventh ordinary session of the Council of the League of Arab States at ministerial level; attending a meeting of the Human Rights Commission in Geneva to adopt Bahrain's report on the universal periodic review of human rights; attending the meeting of the second working group (arbitration) of the United Nations Commission on International Trade Law; and attending the 5th meeting of the working group CEDAW/C/BHR/3 11-64691 35 charged with monitoring the preparation of detailed studies on uses of nuclear energy in the GCC States.

113. Female executives working in ministries of State have participated in the proceedings of conferences relating to the work of these ministries, including conferences of the International Labour Organization (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the World Health Organization (WHO) and United Nations bodies concerned with social development and human rights.

114. **There is a distinguished female Bahraini role model working at the United Nations in the post of Director, United Nations Information Centre, Cairo, Egypt.** Furthermore, a Bahraini lady occupies the post of Assistant Secretary-General of the League of Arab States. 115. A Bahraini woman occupies a senior position on the GCC Advisory Board.

115. A Bahraini woman occupies a senior position on the GCC Advisory Board.

Sierra Leone (2011)⁶⁹

[Article 8]. *Women's participation in international governmental representation*

8.1.1 As shown in table 9 above, of the total number of 44 (forty-five) personnel in the Sierra Leone Foreign Service, 11 (25%) are female, which is the same percentage at the time of the Combined Sierra Leone CEDAW report of 2006. At the level of Ambassadors, there has been a

⁶⁸ Consideration of reports submitted by State parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, Third periodic report of State parties, Bahrain, December 21, 2011, CEDAW/C/BHR/CO/3, p. 34, <https://www.mofa.gov.bh/Portals/0/pdf/HumanRights/CEDAW%203%20-%20E.pdf>

⁶⁹ Consideration of reports submitted by State parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women, Sixth periodic report of State parties, Sierra Leone, November 25, 2011, CEDAW/C/SLE/6, p. 26, <https://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.SLE.6.pdf>

drop of 1(one) in the number of women Ambassadors in 2006, as at 2009. As for Heads of Chancery, there were 3 (three) females of 15 (sixteen) in 2002, and there are 6 (six) out of 17 (seventeen) in 2009. From the Table above, it could be discerned that there is need for more political will in the assignment of women to international posting.

2012

Vanuatu (2012)⁷⁰

[Article 8]. *International representation and participation – Other Appropriate Steps and Measures Undertaken*

106. There is **no legal barrier or impediment for women to represent the government at international level**. However, there is no quota provided for women's representation and participation at the international level.

⁷⁰ Consideration of reports submitted by State parties under article 18 of the Convention, Fourth and fifth periodic reports the Republic of Vanuatu, due in 2012, December 3, 2014, CEDAW/C/VUT/4-5, p. 35. <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/664/22/PDF/N1466422.pdf?OpenElement>

2013

Azerbaijan (2013)⁷¹

[Article 8]. *Representation of women at the international level*

66. Equal rights are guaranteed to men and women for representing the Republic of Azerbaijan in foreign countries.

67. Heads of 8 Inter-Parliamentary Working Groups out of 79 functioning in the National Assembly of the Republic of Azerbaijan are women. Heads of Working Groups for Azerbaijan-France, Azerbaijan-Georgia, Azerbaijan-India, Azerbaijan-Switzerland, Azerbaijan-Luxembourg, Azerbaijan-Egypt, Azerbaijan-Moldova, Azerbaijan-Serbia Inter-Parliamentary Cooperation are women deputies. At the same time, heads of Delegations of the National Assembly of the Republic of Azerbaijan to OSCE Parliamentary Assembly and to Parliamentary Union of the Organization of Islamic Conference are women.

68. The Chairpersons of the Racism and Xenophobia sub-committee of the Equality and Non-Discrimination Committee of the Parliamentary Assembly of the Council of Europe and the Cultural, Educational and Social Affairs Committee of the Parliamentary Assembly of the Black Sea Economic Cooperation and Parliamentarian coordinator of the PACE Campaign of “Fight for Violence against Children” to Azerbaijan are women deputies of the National Assembly.

69. 91 persons out of 271 diplomats working at the Ministry of Foreign Affairs of the Republic of Azerbaijan are women [..]

70. The number of diplomats working at diplomatic missions of the Republic of Azerbaijan abroad is 406. 49 of them, including one ambassador are women.

Finland (2013)⁷²

[Article 8]. 159. Finland has intensified the implementation of Security Council resolution 1325 in international crisis management. The Defence Command has established an expert roster on equality. The number of persons having participated in gender training has been increased, and the training for military crisis management has been developed in such a way that the content of the resolution and the gender activities linked thereto are taught to everyone participating in operations in advance. The management and experts receive supplementary training on the issue at the Finnish Defence Forces International Centre FINCENT. In addition, training of gender counsellors has started and a Finnish gender counsellor has been sent to a military crisis management operation. In the future, gender counsellors will be trained at the Centre for Gender in Stockholm, operated jointly by the Nordic Countries and due to open in the beginning of the year 2012. In addition to training, the Centre for Gender acts as a research and development centre for gender activities. At this stage, Finland participates in the activities of the Centre by sending students and trainers.

160. The Ministry of the Interior and the crisis management centre subordinate to it continue to develop civilian crisis management activities, including the participation of the Police in international crisis management. Its cross-sectoral 1325 steering group consists of representatives of Ministries, researchers and representatives of non-governmental organizations.

⁷¹ Consideration of reports submitted by States parties under article 18 of the Convention. Fifth periodic report of States parties due in 2013, Azerbaijan, December 13, 2013, CEDAW/C/AZE/, p. 21,
https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FAZE%2F5&Lang=en

⁷² Seventh periodic report, Finland, February 18, 2013, CEDAW/C/FIN/CO/7, [United Nations \(refworld.org\)](http://www.unhcr.org/refworld/doc/54b1b1b1.html).
Consideration of reports submitted by States parties under article 18 of the Convention. Seventh periodic reports of States parties. Finland, February 18, 2013, CEDAW/C/FIN/7, p. 22,
https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FFIN%2F7&Lang=en

161. Before the adoption of the National 1325 Action Plan in the autumn of 2007, 19 per cent of the experts funded by Finland in civilian crisis management assignments were women. The share of women has been increased purposefully. In 2011, the share of women among posted experts has stayed at approximately 35 per cent. The share is over twice as high as the average of women experts funded by EU countries. The increase of the share of women has been possible both due to training and more intensive recruitment. The action plan of the crisis management centre contains a 40 per cent objective for all operations.

Yemen (2013)⁷³

[Article 8]. *Representation and participation at the international level*

Under Article 8 of the Convention, "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."

The gender gap in diplomatic posts In 2007, 914 males held diplomatic posts compared to 101 females (10 percent). The percentage of females rose in 2012 to 11.9 percent, despite the reduction in the number of male and female Diplomatic Corps employees.

The participation of women in international organizations is extremely low, with only one woman holding the post of regional director for United Nations Development Programme in the Arab States and one women in the regional office of the United Nations Food and Agricultural Organization.

⁷³ Combined seventh and eighth periodic reports of States parties due in 2013, June 14, 2014, Yemen, CEDAW/C/YEM/7-8, p. 30, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/430/98/PDF/N1443098.pdf?OpenElement>

Iceland (2014)⁷⁴

[Article 8]. *Women in the diplomatic service*

Since 1998, the Ministry for Foreign Affairs has given special attention to engaging women staff in order to achieve a more even balance between the sexes in the diplomatic service. Traditionally, women have been in a minority within the Ministry for Foreign Affairs. The first female ambassador was not appointed until 1991. Since then the percentage of female ambassadors has risen considerably. Women form a majority of employees in the ministry.

The Ministry for Foreign Affairs has given prominence to projects in which young people who are embarking on their careers are given an opportunity of becoming acquainted with the work of the Icelandic Foreign Service and work in international organisations at first hand. Women have been in the majority of those who have been engaged under this scheme. Since 2002 the ministry has taken on student trainees; their training takes place entirely in Iceland's ministries and standing committees overseas, and lasts six months. In 2008 two men and three women took part in the trainee programme; in 2009 two men and three women took part; in 2010 four men and two women were engaged in the positions; in 2011 six women took part; in 2012 six men and three women took part while finally in 2013 a single man and five women took part in the trainee program. All in all, **15 men and 22 women have taken part in the trainee program** in the period 2008-2013.

Junior Professional Officers

Iceland finances various Junior Professional Officer Positions with the United Nations; these officers are engaged in positions in United Nations projects in various parts of the world. In 2008 six women and one man were engaged to these positions; in 2009 there were four women but no men while in 2010 there was just one woman but no men. Between 2011 and 2012 there were no Junior Professional Officers employed and in 2013 there was a single officer, a woman. Out of those officers, only one was hired in the period 2008-2013, the single woman hired in 2013. Others were hired in 2005-2007. The engagements are for terms of up to three years.

International Peacekeeping

Iceland has no armed forces and participates in international peacekeeping missions through contributions to multilateral organizations and the secondment of civilian experts, as part of international development cooperation. Peacebuilding is one of three focus areas in Iceland's Strategy for International Development Cooperation 2013-2016, and gender equality and women's empowerment are defined as cross-cutting issues. The Icelandic peacekeeping unit has worked hard on evening out the male/female ratio amongst specialists. A breakthrough was achieved in this aspect in 2011 when more women than men operated. In 2012 a majority of specialists on field were women, outnumbering their male colleagues by 11 to 5.

“Women, Peace and Security” is one of four key areas of emphasis in the Gender Equality Policy for Iceland's development cooperation 2013-2016. Iceland adopted its first National Action Plan on UNSCR 1325 on Women, Peace and Security on 8 March 2008. The initial NAP was reviewed in 2011 and a new NAP has been adopted for the period 2013-2016. The NAP plays an important role in Iceland's contribution to peace-building. Before deployment, all personnel seconded to peacekeeping missions receive training on gender equality and the implementation of UNSCR 1325, provided by the National Committee of UN Women in Iceland.

⁷⁴ Seventh and eighth periodic reports of States parties due in 2014, Iceland, August 22, 2014, CEDAW/C/ISL/CO/7-8, pp. 76-77, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/514/48/PDF/N1451448.pdf?OpenElement>

Sweden (2014)⁷⁵

[Article 8]. *International representation and international participation*

181. Slightly over 1000 Swedes work in the EU institutions, half of them in the European Commission. In the Commission 62 per cent of Swedes are women and 38 per cent men. The proportion of women has increased by 4 percentage points since the previous report in 2006.

182. The gender distribution for Swedish citizens in the Commission is as follows: In the category officials and senior officials 51 per cent are women and 49 per cent men. The proportion taken by women has increased by 5 percentage points since the previous report and there is balance in the officials group as a whole. In the category assistants, 78 per cent are women and 22 per cent men and in the category employees with fixed-term contracts 79 per cent are women and 21 per cent are men.

183. As regards Swedish citizens serving at management level in international organisations apart from the EU, i.e. the OECD, the World Bank and other development banks, the OSCE and the Council of Europe, the number of women is estimated at 24 and the number of men at 27. **In addition, it can be mentioned that the last 3 Swedish judges at the European Court of Human Rights since 1988 have been women.**

184. As regards heads of mission at Swedish embassies, consulates-general, representations and delegations and institutes abroad as well as Stockholm-based ambassadors, in February 2014 about 4 of 10 were women: 42 women and 64 men.

185. Even though there is an equal distribution of women and men among younger employees in EU institutions, women are still under-represented at management levels. The Government is seeking to have the terms of employment at these institutions framed in a way that benefits gender equality. The aim is to be to **benefit career development among women** and to give support to women who choose to advance to various management levels.

⁷⁵ Consideration of report submitted by State parties under article 18 of the Convention. Eighth and ninth periodic reports of State Parties due in 2014. Sweden, November 17, 2014, CEDAW/C/SWE/8-9, p. 32, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSWE%2F8-9&Lang=en

Democratic Republic of Korea(2016)⁷⁶

[Article 8]. *Participation in international activities.*

84. With regard to para. 44 of the Concluding Comments, women in the DPRK enjoy, on equal terms with men and without any discrimination, their rights to work in all public institutions including the Presidium of the SPA, the Cabinet, Ministry of Foreign Affairs and Ministry of External Economic Affairs. They also represent their State, Government, institution, enterprise or organization in the international arena and participate in the work of international organizations.

85. No gender discrimination exists in the employment of women by institutions involved in foreign affairs, and the selection of delegates to international conferences/meetings, and civil servants for international organizations, with the eligibility decided on the basis of their merits.

86. Women are working in overseas diplomatic missions with diplomatic postings, acting as representatives of State institutions. They are also actively engaged in the work of the International Democratic Women's Federation and other international and regional organizations.

87. A lot of women officials attended a number of international and regional conferences including, for instance, the NAM Ministerial Conference on the Advancement of Women in May, 2005 and East Asia Women's Forum in July, 2006 and the 14th and 15th Conferences of the International Democratic Women's Federation in April 2007 and April 2012.

88. Women make up 4.9 per cent of holders of overseas diplomatic postings, and the number of women working for foreign-related institutions, and departments of foreign affairs of ministerial-level institutions and associations are on the rise.

89. Women account for 16.5 per cent of the officials in the Ministry of Foreign Affairs. Among them, seven are department directors, nine deputy directors and eleven division chiefs.

90. During the reporting period, a great number of women attended conferences, seminars and workshops arranged by WHO, UNICEF and other United Nations specialized agencies and subsidiary organizations.

91. Quite a lot of women officials and experts are representing their governments in the work for the representative offices of the United Nations agencies, ICRC, IFRC and EU Cooperative Offices.

92. As a result of the increased admission of women into foreign language faculties of universities and the improved functions of special foreign languages training courses, a lot of women diplomats were trained, and the number of women career seekers in the field of external activities is on the increase.

93. The number of women working in foreign-related institutions and fields still falls short of the required standard. The DPRK will make further efforts to enhance the roles of women in the international arena as its relations with foreign countries broaden and cooperation and exchange expands in a diversified manner.

⁷⁶ Consideration of reports submitted by States parties under article 18 of the Convention. Second, third and fourth periodic reports of States parties due in 2014, Democratic People's Republic of Korea, June 1, 2016, CEDAW/C/ARM/PRK/2-4, p. 15, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FPRK%2F2-4&Lang=en

2019

South Africa (2019)⁷⁷

[Article 8]. *International Representation and Participation*

110. South Africa has seen a number of women taking up leadership positions at the international level. They include Dr. Nkosazana Dlamini-Zuma, the first woman in Africa to chair the African Union Commission; Dr. Phumzile Mlambo-Ngcuka, former Deputy President of the country, as the Under-Secretary-General and Executive Director of UN-Women; and the positioning of other South African women such as Ms. Geraldine Frazer-Moleketi, Special Gender Envoy to the African Development Bank; Ms. Rashida Manjoo, Special Rapporteur on Violence against women, its causes and consequences; and Judge Navi Pillay as the former High Commissioner for Human Rights and formerly as a judge in the International Criminal Court (ICC). This is an indication of the impact that women in decision-making have in winning the trust and confidence of citizens in South Africa, on the continent and internationally.

⁷⁷ Fifth periodic report October 28, 2019, South Africa, CEDAW/C/ZAF/5, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FZAF%2F5&Lang=en

2020

Bolivia, Plurinational State of (2020)⁷⁸

[Article 8]. *Equality and full access to international state representation*

88. As reported in the combined fifth and sixth periodic reports, the rule on the organizational structure of the executive branch of the Plurinational State stipulates in chapter I of part VII, on representation in international organizations, that a man or woman occupying the post of Minister shall be responsible for such representation.

89. Article 266 of the Bolivian Constitution refers to gender parity and equality and the exercise of the same rights by men and women, stipulating that “the representatives of Bolivia to supranational parliamentary bodies emerging from integration processes shall be elected by universal suffrage”.

90. On the subject of gender equity, it is stipulated in article 12 of the Act on Direct Election of Representatives to Supranational Parliamentary Bodies 85 that, under the Constitution, direct election of representatives to supranational parliamentary bodies shall respect and ensure gender equity and equal opportunities for women and men.

Denmark (2020)⁷⁹

[Article 8]. *Representation*

Women ambassadors

104. An important milestone for the Ministry of Foreign Affairs is to reach a 50 -50 gender balance at management level. In 2018, 38 percent of newly appointed leaders were women, leaving the Ministry with a balance of 29 percent women in management. (23 percent in 2013).

105. Another priority has been to nurse the pipeline for future female leaders. In 2018, there was a significant increase in female deputy heads, and for the first time now, there is more female (56 percent) than male deputy heads.

106. The Ministry has introduced a policy for the appointment of new managers and deputy managers stipulating that Senior Management should always have a choice of at least one female and one male candidate. In the coming years, the Ministry will prioritize monitoring and handling of the mobility of managers in relation to postings abroad and any gender bias (conscious or unconscious) related to this.

Nicaragua (2020)⁸⁰

[Article 8]. *Equality in political and public life at the international level*

89. Exercising effective and democratic leadership among the various regional and global actors is part of sustainable development, which Nicaragua is pursuing by building a modern, fair and supportive society, in which peace and respect for human rights are guaranteed.

90. Nicaraguan citizens have the right to participate on an equal footing in the conduct of public affairs and the administration of the State. The Constitution guarantees the right to the effective participation, at the national and local levels, of individuals, families and communities in the

⁷⁸ Seventh periodic report submitted by the Plurinational State of Bolivia under article 19 of the Convention, due in 2019, January 8, 2020, CEDAW/C/BOL/7, p. 19, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/005/69/PDF/N2000569.pdf?OpenElement>

⁷⁹ Report of the Committee on the Elimination of Discrimination against Women, Seventy-sixth session (29 June–9 July 2020); Seventy-seventh session, (26 October–5 November 2020); Seventy-eighth session, (15–25 February and 4 March 2021), Ninth periodic report submitted by Denmark under article 18 of the Convention, due in 2019, September 30, 2019, CEDAW/C/DNK/9, p. 16,

<https://docstore.ohchr.org/SelfServices/FilesHandler.ashx?enc=6QkG1d%2FPPrICAqhKb7yhsglW7xsH63TzPVZQc03dkiGit80p7oFNYXZDObGjVuqJrmmZf5PB5383qX35NKyGxWrPKOGytWPq%2FeQ%2F%2FS%2FC0uprGytSUiJVDr1bRdtolKXm>

⁸⁰ Seventh to tenth periodic reports 2020, CEDAW/C/NIC/7-10, <https://daccess-ods.un.org/tmp/30699.5492428541.html>.

formulation, implementation, evaluation, monitoring and follow-up of public and social policies and public services. This right is also guaranteed by specific laws on equal rights.

91. In accordance with equal rights legislation and the Foreign Service Organic Act, entry to the diplomatic service is free from discrimination. **The selection process for future diplomats consists of an open nationwide competition that is administered exclusively by the Ministry of Foreign Affairs. By way of illustration, the number of women representing the country in the embassies has risen from 6 to 16. Those women consuls are based in El Salvador, Guatemala, the Dominican Republic, Jamaica, Brazil, Chile, Colombia, Peru, Uruguay, Venezuela, Germany, France, the United Kingdom, Italy, the Russian Federation and the Holy See.**

92. In 2008, for the first time in 15 years and for the second time in its history, the Central American Parliament was presided over by a woman and achieved gender parity, with six women and six men on the Board. For the period 2018–2019, the president is a woman and 5 of the 12 members are women.

93. In 2008, the Government ratified the Convention establishing the Council of Central American Ministers for Women's Affairs, a body that makes proposals, conducts analyses and makes recommendations on political, economic, social, environmental and cultural matters of common interest, in order to advance and coordinate the development of the member countries by initiating, drafting and proposing policies aimed at transforming the situation, position and status of women in the region. Nicaragua also participates in the Inter-American Commission of Women of the Organization of American States, and the Presiding Officers of the Regional Conference on Women in Latin America and the Caribbean, a subsidiary body of the Economic Commission for Latin America and the Caribbean. It is also a member of the Bureau of the Commission on the Status of Women, the Association of Electoral Bodies of Central America and the Caribbean, the Inter-American Institute of Human Rights and the Forum of Women in Political Parties.

94. Nicaragua considers it imperative to continue the joint work on the gradual and progressive construction of a Central American and Latin American union. To that end, in fulfilment of its international commitments, it is working actively within the Human Rights Council, the Inter-American human rights system, the Movement of Non-Aligned Countries, the Community of Latin American and Caribbean States, the Bolivarian Alliance for the Peoples of Our America – Peoples' Trade Agreement, the Central American Integration System, the Ibero-American Summit of Heads of State and Government, the Summit of the Americas and all bodies of the United Nations and the Organization of American States.

Russia (2020)⁸¹

[Article 8]. 93. Women have the opportunity, on equal terms with men and without any discrimination, to represent the country at the international level and to participate in the work of international organizations.

94. At present, women with diplomatic rank employed in the headquarters of the Ministry of Foreign Affairs constitute 32 per cent of all the Ministry's diplomatic staff. Furthermore, 65 women occupy leadership positions. In the Ministry's missions abroad, 12.7 per cent of all diplomats are women; during the reporting period, four women were ambassadors or minister counsellors. The Ministry is pursuing a deliberate policy of attracting women to the diplomatic service. Women account for 40 per cent of graduates of higher education institutions recommended for employment in the Ministry by the Ministry's graduate outreach commission. Since the decision to enter the diplomatic service is a personal one, each year only 20 per cent of those recruited by the Ministry to work in diplomatic posts are women.

⁸¹Ninth periodic report submitted by the Russian Federation under article 18 of the Convention, due in 2019, January 8, 2020, CEDAW/C/RUS/9, pp. 16-17, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/005/65/PDF/N2000565.pdf?OpenElement>

95. In 2016, an international meeting of female members of the military Christian movement was held in Moscow, organized by the Society of Holy Grand Duchess Olga, Equal of the Apostles. Christian women from the United States of America, Serbia, Great Britain and Bulgaria spoke about their missionary work among armed forces personnel.

96. In 2017, the following events took place: the first international congress of women from the countries of the Shanghai Cooperation Organization and BRICS (Brazil, Russia, India, China and South Africa) on the theme “The role of women in modern society: cooperation in politics, economics, science, education and culture”, one outcome of which was the proposal by women’s business groups from Russia to establish the BRICS Businesswomen’s Alliance (Novossibirsk); the first meeting of women’s organizations from the countries of the Eurasian Economic Cooperation Organization (Moscow), at which participants from Armenia, Belarus, Kazakhstan, Kyrgyzstan, Moldova and Russia discussed pressing issues relating to the development of the women’s movement, official policy on promoting equal rights for women and men in their countries, efforts needed on the part of women’s organizations to achieve sustainable development, and attaining consensus and mutual understanding among CIS countries (in 2018, the attendees at the meeting also included participants from Azerbaijan and Tajikistan); and a joint Russia -Belarus forum on the theme “Women for uniting creative forces for the sake of peace” (Moscow).

97. In 2018, the first summit of women diplomats took place as part of the Second Eurasian Women’s Forum. The participants discussed opportunities for and obstacles to the development of diplomatic careers for women in different countries and shared experiences of the work of women diplomats in promoting the peace and security agenda.

98. Also in 2018, the Women’s Union of Russia organized an international meeting for representatives of CIS women’s organizations on the theme “Partnership among CIS women’s organizations for the sake of peace and stability for sustainable development”.

South Sudan (2020)⁸²

[Article 8]. *Equal opportunity to represent their Governments at the international level and to participate in the work of international organizations*

86. The Government is guided by the country’s laws and policies such as the Constitution and the national gender policy, responsible for the country’s external relations and therefore oversees the appointment and postings of diplomats and foreign attachés.

87. Article 16 (4) of the Constitution mandates the government at all levels to promote women’s participation in public life and their representation in the legislative and executive organs by at least twenty-five per cent, as an affirmative action to redress imbalances created by history, customs, and traditions.

Table 9
Women and men representing the Government at the international level

Sno	Title	Grade	Total	Male	%	Female	%
1	Ambassadors		57	53	95	4	5
2	Ambassadors		43	37	84	6	16
3	Ambassadors		41	34	85	7	15
4	Minister Plenipotentiaries		41	34	85	7	15
5	Counselors		27	12	59	15	41
6	First Secretary		70	45	64	40	36
7	Second Secretary		41	16	39	25	61
8	Third Secretary		53	33	67	11	33
9	Administrators	Mixed	31	19	61	12	39
10	Finance Inspectors	Mixed	15	10	67	5	33
11	Establishment officers	Mixed	6	2	33	4	67
Grand Total			405	290		115	

Source: Ministry of Foreign Affairs and International Cooperation, South Sudan.

88. As presented in table 7, only 5% of the 57 Ambassadors in the highest cadre are women. Women are more visible in the lower and administrative cadre within the Foreign Service operations. The constitutional provision on 25% affirmative action has been surpassed at these

⁸² Initial report submitted by South Sudan under article 18 of the Convention, due in 2016, February 19, 2020, CEDAW/C/SSD/1, p. 19, <https://digitallibrary.un.org/record/3873770>

levels. Women also outnumber men at the levels of Establishment Officers (67%) and Second Secretaries (over 60%).

89. Low literacy rate among women is a major issue. The socialization of women in a highly patriarchal environment also limits women's confidence even when they are educated, making it difficult for them to socialize and seek recognition.

90. Women are encouraged to work in international Organizations. The major limiting factor for women in this area is illiteracy; however, the table below gives an idea of South Sudanese women who are currently working in international organizations.

Table 10
Number of South Sudanese in the employment of UN Agencies

S/N Agency	National Officers (NOA, NOB, NOC, NOD)		General services (G1, G2, G3, G4, G5, G6, G7)	
	M	F	M	F
1 UNDP	8	1	16	13
2 UNICEF	83	38	107	43
3 UN WOMEN	0	2	7	3
4 UNMISS	117	42	1072	156
5 UNESCO	2	2	8	2
6 UNHCR	118	36	101	8
7 WFP	42	16	721	157
8 FAO	7	0	1	1
9 IOM	3	2	369	103
10 UNOCHA	15	3	30	4
11 UNEP	1	-	2	-
11 UNOPS	22	2	358	229
12 UNMAS	3	0	24	3
13 UNFPA	5	3	17	6
14 UNIDO	6	3	5	1
15 UNHABITAT	1	-	3	-
Total	433	150	2,840	729

91. Table 9 reveals that at the levels of National Officers and General Services, women constitute 34% and 26% respectively of south Sudanese in the employment of some international organizations whose employment data were accessible during the development of this report.

92. The Government with UN Women has compiled a database on South Sudanese women who are qualified to occupy high level positions. This resource has been generated painstakingly to support different selection processes in the country. Government is making efforts to support women to mobilize themselves and form high level lobbying and advocacy groups who will be ready to engage in high-level negotiations on behalf of women at different strategic levels.

Uzbekistan (2020)⁸³

[Article 8]. *Measures to ensure the participation of women in international cooperation*

90. The Guarantees of Equal Rights and Opportunities for Women and Men Act stipulates that the State will take all appropriate measures to ensure that women have equal opportunities to men, without any discrimination, to represent the State at the international level and to participate in the work of international organizations.

91. According to information from the Ministry of Foreign Affairs, interdepartmental regulations governing the Ministry's personnel policy are developed pursuant to the requirements of the Basic Law of the State. The procedure for the selection and placement of personnel in the Ministry's system is based on approved rules and principles of competitive selection, which are the same for all citizens of Uzbekistan. These documents make no distinction between male and female representatives. All citizens have equal rights and opportunities for employment with the Ministry of Foreign Affairs, provided that they meet the requirements in terms of professional competence and personal qualities.

92. The Ministry of Foreign Affairs has the necessary conditions and prerequisites for the career development of women in diplomatic positions. As at August 2019, there were seven female diplomats working in senior positions at the central office of the Ministry of Foreign Affairs, including the head of the Directorate-General for Bilateral Cooperation and the heads of

⁸³ Sixth periodic report submitted by Uzbekistan under article 18 of the Convention, due in 2019, January 23, 2020, CEDAW/C/UZB/6, p. 21, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/018/47/PDF/N2001847.pdf?OpenElement>

departments and divisions. The total number of women working in various diplomatic positions is 14.

93. The total number of girls at the University of World Economy and Diplomacy in the 2018–2019 academic year was 77 (of those studying for undergraduate degrees, 23 were in international economics and management, 16 in international relations and 20 in international law, with 18 studying for postgraduate degrees). In the 2017 –2018 academic year, 94 girls studied for undergraduate degrees, including 26 in international economics and management, 8 in international relations and 23 in international law, with 19 studying for postgraduate degrees. The total number of girls in the 2016–2017 academic year was 68 (of those taking undergraduate degrees, 24 were in international economics and management, 8 in international relations and 23 international law, with 13 studying for postgraduate degrees).

94. There are 228 women in working at the University of World Economy and Diplomacy, including 6 in leadership positions. The mechanism for promoting and training women and upgrading their skills for leadership positions is the same as for men, in accordance with their qualifications.

95. Working in various spheres of society, women take an active part in the work of international organizations; it has become a tradition for women leaders, scientists and specialists to speak at international forums and other events related to human rights; they are members of Uzbekistan's delegation to sessions of international treaty bodies considering the country's national reports, meetings of the high-level segment, the Human Rights Council, European regional organizations, OSCE and the European Union; and they participate in international seminars on the right to education, health care, work and employment, protection of the rights of national minorities and human rights in the justice system, among other issues.

2021

Kyrgyzstan (2021)⁸⁴

[Article 8]. 80. In the leadership of the Ministry of Foreign Affairs (minister, three deputies and a state secretary), the first deputy minister is a woman, which amounts to 20 per cent. Three of the 29 heads of foreign missions of Kyrgyzstan are women, or 10.3 per cent. Three of the 19 heads of the structural units of the Ministry of Foreign Affairs are women, i.e. 15.7 per cent. Thus, women make up 13.2 per cent of the senior staff of the diplomatic service (7 out of 53 senior positions are held by women), which is almost three times higher than the number recommended in the concluding observations on the fourth periodic report of Kyrgyzstan. The overall ratio of women to men in the Ministry is 40 per cent to 60 per cent, respectively; for foreign missions of Kyrgyzstan the ratio is 36 per cent to 64 per cent.

Denmark (2021)⁸⁵

[Article 8]. Representation

Women ambassadors

104. An important milestone for the Ministry of Foreign Affairs is to reach a 50 -50 gender balance at management level. In 2018, 38 percent of newly appointed leaders were women, leaving the Ministry with a balance of 29 percent women in management. (23 percent in 2013).

105. Another priority has been to nurse the pipeline for future female leaders. In 2018, there was a significant increase in female deputy heads, and for the first time now, there is more female (56 percent) than male deputy heads.

106. The Ministry has introduced a policy for the appointment of new managers and deputy managers stipulating that Senior Management should always have a choice of at least one female and one male candidate. In the coming years, the Ministry will prioritize monitoring and handling of the mobility of managers in relation to postings abroad and any gender bias (conscious or unconscious) related to this.

Women in armed forces

107. Since the eighth periodic report, the Danish armed forces have further developed the initiative to incite more young women from the age of 18 to also participate in the Armed Forces Day. Since 2009, the armed forces have held inspiration days specifically for women and are now carrying out a yearly National Inspiration Day for women with a nationwide communications effort and inspirational events spread out in the country. The initiatives are proving successful; in 2007, 419 women out of 6,119 conscripts signed on for conscription, whereas in 2017, it was 722 out of 4,214 – an increase from 7 percent female conscripts in 2007 to 17 percent in 2017.

108. In 2017, the Danish Defence was awarded for improving conditions for women in the Army. The work entails a network for young female leaders in the Army and rewarding female role models.

⁸⁴ Report of the Committee on the Elimination of Discrimination against Women, Seventy-sixth session (29 June–9 July 2020); Seventy-seventh session, (26 October–5 November 2020); Seventy-eighth session, (15–25 February and 4 March 2021), Fifth periodic report submitted by Kyrgyzstan under article 18 of the Convention, due in 2019, April 3, 2019, CEDAW/KGZ/5, p. 22, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/100/32/PDF/N1910032.pdf?OpenElement>

⁸⁵ Ninth periodic report submitted by Denmark under article 18 of the Convention, due in 2019, September 30, 2019, CEDAW/C/DNK/9, <https://documents.un.org/doc/undoc/gen/n19/296/50/pdf/n1929650.pdf>

2022

Malaysia (2022)⁸⁶

[Article 8]. *International representation and participation*

55. The number of women officers in the Malaysian foreign service has increased significantly over the years. As of December 2020, there are 49.75 per cent (711 out of 1,429) of women officers in the Malaysian foreign service as compared to 47.17 per cent (660 out of 1,399) in 2016. In 2021, 31.25 per cent (20 out of 64) of women officers in the Malaysian foreign service held positions at decision-making levels. The participation of Malaysian women in international organizations such as the UN generally falls into three categories or levels which are the professional, management, and support staff. Malaysian women are currently attached to various international organizations including UN bodies and International NGOs. Four out of nine (9) officers representing Ministry of International Trade and Industry overseas are women officers. Currently, the Malaysia Tourism Promotion Board has 35 officers at overseas offices and 12 (34 per cent) are women officers which comprise 5 Directors and 7 Deputy Directors. The role of Malaysia in ASEAN and APEC as well as in peace and security is summarised in Annex P and the list of Malaysian women honoured with International Awards is as per Annex Q.

⁸⁶ Sixth periodic report submitted by Malaysia under article 18 of the Convention, due in 2022. CEDAW/C/MYS/6.
https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMYS%2F6&Lang=en

2023

Congo, Republic of the (2023)⁸⁷

Part II: Review of progress according to the provisions of the Convention

[Article 8]:

186. The representation of women in this area remains low. There are currently six women among the ambassadors extraordinary and plenipotentiary in the 39 embassies abroad; there is no woman among the consuls general in the five consulates general abroad; and neither of the heads of the two permanent missions to international organizations is a woman. At the national level, there is one woman with the rank and prerogatives of ambassador (chief of staff to a minister).

187. Congolese women are part of the other categories of staff at embassies and diplomatic missions abroad, even though the principle of equality is not respected. They are also part of Congolese delegations to various meetings, such as those of the United Nations agencies and the Commission on the Status of Women, and of the universal periodic review process, even though their numbers are always lower than those of men. (Source: Ministry of Foreign Affairs, la Francophonie and the Diaspora).

Nepal (2023)⁸⁸

Part II: New developments and progress achieved in CEDAW implementation.

[Articles 7 and 8]: *Measures to ensure participation in political and public life and international participation*

135. In the Constitutional bodies, women hold 7.76 per cent of the 348 positions. 15 The Constitutional Council has set criteria to appoint at least one female member in each of the Constitutional bodies, including the commissions.

136. As of 16 December 2022, Nepali Army has deployed total of 1982 Female Peace Keepers in various UN Missions and 433 Female Peace Keepers had been serving in different missions during the reported period.

140. According to Nepal's policies and planned priorities on achieving gender equality, the GoN has prioritized women's participation in international programmes.

141. The Nepali Women's Global Network has been made active; the group promotes networking, support and self-reliance among Nepali women through education, advocacy and collaboration with similar groups around the globe.

⁸⁷ Eight periodic report submitted by Congo under article 18 of the Convention, due in 2022. Submitted June 2023. (CEDAW/C/COG/8).

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CEDAW%2FC%2FCOG%2F8&Lang=en

⁸⁸ Seventh periodic report submitted by Nepal under article 18 of the Convention, due in 2022. Submitted July 2023. (CEDAW/C/NPL/7).

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolNo=CEDAW%2FC%2FNPL%2F7&Lang=en