

ANNEX II

Excerpts from reports addressing matters within substantive ambit of Article 8 obligations, guarantees, and implementation.

A. COMMITTEE REPORTS AND CONCLUDING OBSERVATIONS

1986

Czechoslovakia (1986)¹

185. The representative stated that **women participated in international activities** through their work in the **foreign and diplomatic service**. Women were being included in **special study programmes at universities** to gain **theoretical and practical experience in international relations**.

Denmark (1986)²

32. The committee considered the initial report of Denmark (CEDAW/C/Add.22) at its 66th and 80th meetings, on 11 and 4 March 1986 (CEDAW/C/SR.66 and 72).

50. More statistical information was requested on the participation of women in such areas 8S political parties, decision-making pasta in the Government, the legal system and in international forums, as well as in the armed forces.

El Salvador (1986)³

325. Several members inquired about the percentage of women in the **foreign service**.

347. Women were active in the country's **foreign service**. Military service was compulsory only for men, none the less about 10 women were to be found in the military ranks.

¹ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Czechoslovakia, March 12, 17, 1986, CEDAW/C/5/Add.26, A/41/38, pp. 23, 25,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en).

² Initial report, March 4, 11, 1986, Denmark, CEDAW/C/Add.22, A/41/38, p. 8,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en).

³ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of El Salvador, March 18, 20, 1986, CEDAW/C/5/Add.19, A/41/38, pp. 41, 43,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en).

Portugal (1986)⁴

117. She noted that the participation of women in decision-making positions still remained low. However, more women had been admitted into the **diplomatic service**.

140. One of the representatives referred the members of the Committee to the supplementary information provided which stated that 6 per cent of the members of Parliament were: women and only 4.2 per cent were elected at the local level. Women represented 17 per cent and 24 per cent of the members in leading bodies of the two trade union confederations operating in Portugal and 30 per cent and 46 per cent of the total members. The most representative women's organizations belonged to the Consultative Council of the Commission On the Status of Women, which was directly under the supervision of the Prime Minister's Office. In this way, women's organizations were participating and contributing to the formulation and implementation of Government policies concerning the status of women. There was one office of the Commission in the north of the country.

141. The representative also referred to the **participation of women in international organizations** and stated that the questions of discrimination had never been raised. However, during 1984-1985, the **percentage of women on the diplomatic staff of the Portuguese Mission to the United Nations was 50 per cent** and 27 per cent of the geographical quota allocated to Portugal by the United Nations was occupied by women.

Venezuela (1986)⁵

269. Some experts, while discussing the brief report of Venezuela, made remarks at the lack of data on **the active participation of the Venezuelan women in international affairs**, which could have been significant in the preparatory work for the International Women's Year and during the United Nations Decade for Women.

Viet Nam (1986)⁶

213. In regard to article 7 of the Convention, the representative indicated that there were 17 ministers and vice—ministers, a woman minister of education who had previously been **foreign minister** during the anti-colonial war, women vice-ministers for labor, trade, food, light industry and justice, among others. The vote was guaranteed by the Constitution at 21 years of age. The Union of Vietnamese women had played an important role for many years. It had been founded on 20 October 1930 during the clandestine struggle. It was a mass organization with an outreach into remote areas and with 9 million members as of 1984. It continued to play a role in the mobilization of women and in bringing about awareness of equal rights and participation.

214. Vietnamese women constituted 18.7 per cent of the total staff in the **diplomatic service**, 17 per cent were outposted. There is one woman ambassador, one charge d'affaires and many first and second secretaries. Large recruitment of women is being undertaken directly from the university into foreign service. Women were also able to join the army as doctors, nurses, telecommunication experts and cultural promoters. Many women had attained officer status as commanders, sergeants and others.

224. The representative explained that the fact that women played a major role in political life and diplomatic spheres was an achievement of the revolution. In the north, after 40 years of socialist government, traditions were more liberal than in the south, where the liberation took place only 10 years ago. By and large, the problem of discrimination against women had been solved by the revolution. The only major obstacle was the lack of peace. Women could not fully benefit yet from the necessary material

⁴ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Portugal, March 11, 12, 14, 1986, CEDAW/C/5/Add.21, A/41/38, pp. 16, 18, 19,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en)

⁵ Initial report, March 17, 18, 1986, Venezuela, CEDAW/C/5/Add.24, A/41/38, pp. 35,37,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en).

⁶ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Viet Nam, March 13, 17, 18, 1986, CEDAW/C/5/Add.25, A/41/38, pp. 26, 28, 29,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f41%2f45(SUPP)&Lang=en).

conditions. When the political situation returned to normal, Viet Nam could be the best place for the Implementation of the Convention.

1987

Bangladesh (1987)⁷

529. It was asked if the reserved posts were low-level posts and, if so, whether women were really being given an opportunity to show their capabilities. It was also asked whether there were **reserved posts for women in the diplomatic and consular services**.

Colombia (1987)⁸

466. Data on the **number of women ambassadors and the number of women in the foreign service** were requested.

France (1987)⁹

406. Many questions referred to whether the involvement of women in the political field had changed after the replacement of the Ministry for Women's Rights, it was noted that the number of women ministers had fallen. Up-to-date data were requested on participation in the political parties and on the effects, if any, of the introduction of the proportional electoral system. Details of the current representation by French women in the European Parliament and in the military were requested.

408. Clarification was requested of the work "any" in the statement that "women, on equal terms with men and without any discrimination, have the possibility of representing the French Government at the international level and participating in the work of **international organizations**".

Greece (1987)¹⁰

86. As there was no discrimination with regard to appointments in public administration under the Civil Service Code, information was sought about the position of women at decision-making levels and about **the number of women ambassadors**.

87. A number of reasons for the **low representation of women at the international level** were suggested: it might be related to different entry conditions for women under the Public Function Code, it could stem from the lack of sufficient high-ranking women in Greece, or it could be **related to the fact that women were unable to attend committee meetings outside normal working hours because of family duties**. The question was raised **whether a monitoring committee dealing with the entry of women into public responsibilities existed in each ministry**, and whether, in the case of a married couple both spouses were allowed to work in the Ministry of Foreign Affairs.

112. The **decentralization process** in the country since 1981 had been helping women to become more active in local bodies. However, the political parties and government bodies had a sad record in promoting women in political life. The same applied in the **diplomatic sphere**. **In 1981, 24 out of 120 new diplomats had been women and, in 1985, 39 out of 415 diplomats had been women**. In reply to a specific question, she said that married couples could be employed by the Ministry of Foreign Affairs and serve at the same mission.

⁷ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Bangladesh, April 7, 8, 1987, CEDAW/C/Add.22, A/42/38, pp. 72, 74,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

⁸ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Colombia, April 6, 8, 1987, CEDAW/C/5/Add.32, A/42/38, p. 64,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en

⁹ Initial report, April 3, 6, 1987, France, CEDAW/C/5/Add.33, A/42/38, pp. 56, 59,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

¹⁰ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Greece, March 31 and April 2, 1987, CEDAW/C/5/Add.28, A/42/38, pp. 16, 19,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en

Korea, Republic of (1987)¹¹

146. It was asked how many women held **diplomatic posts**.

167. The representative said that there had been five women ministers since 1948 and **the number of female civil servants currently working at the level of deputy-director and above represented 1.1 per cent of the total high-ranking civil servants**. She reported that in the judiciary sector women lawyers formed only 0.5 per cent of the total.

170. The representative reported that **three women held middle-level diplomatic positions**.

Poland (1987)¹²

311. [The state's representative] said, however, that the participation of women in political life., in particular with respect to **foreign affairs and diplomacy**, was not satisfactory.

327. With reference to the statement in the report that the **small number of women representing Poland abroad** was of particular concern to women's organizations, it was asked what steps the Government was taking. Another question was **whether there was legislation on the integration of women into the Foreign Office and the diplomatic and consular services**.

347. The representative stated that Poland had for many years been making effort to eliminate existing shortcomings, particularly with regard to the participation of women in the decision-making process. Although some progress had been made, **efforts would continue to be made to enhance the participation of women in the socio-economic development of the country** as well as their level of education and professional qualifications.

Spain (1987)¹³

261. More information was requested on the **representation of women in international organizations**.

286. It was explained that currently **10 per cent of career diplomates were women and 16 per cent of persons entering the diplomatic service were women**. There was only **one woman ambassador**. **Of the staff at the Ministry of Foreign Affairs, 41.2 per cent were women, but only 10.5 per cent of the higher officials were women**. **The percentage of women represent the Government at international meetings was also relatively low**.

Sri Lanka (1987)¹⁴

222. The [state's] representative stated that there was no discrimination against women in the area of the representation at the international level. She added that Sri Lanka had three female diplomates at the ambassador level.

¹¹ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of the Republic of Korea, March 31, April 2, 1987, CEDAW/C/5/Add.35, A/42/38, pp. 24, 26,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

¹² Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Poland, April 2, 6, 7, 1987, CEDAW/C/Add.31, A/42/38, pp. 45, 46, 47, 49, 50,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

¹³ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Spain, April 1, 3, 1987, CEDAW/C/5/Add.30, A/42/38, pp. 37, 38, 41, 42,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

¹⁴ Initial report, April 1, 3, 1987, Sri Lanka, CEDAW/C/5/Add.29, A/42/38, pp. 29, 33,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f42%2f38&Lang=en.

1988

Australia (1988)¹⁵

420. Although it was obvious that many women's organizations were active in Australia, it was asked what their involvement in party politics was and whether there were steps to increase women's participation in political life. More information was requested on [...] **the positions and rank women held in the Foreign Ministry and what their participation was at international events.**

442. Little improvement had been experienced within **senior diplomatic posts**, but currently two ministers were women.

Hungary (1988)¹⁶

685. Referring to measures taken to involve more women at decision-making levels of management in **delegations to international forums**, he said that the Government encouraged women to be more and more involved in decision-making.

Indonesia (1988)¹⁷

293. Based on those problems and obstacles, national programmes had been formulated for the enhancement of **women in development**. Women were now occupying a wider range of positions in public office. In various ministries women held first-echelon and middle-echelon positions. The two women ministers were the Minister of State for the Role of Women and the Minister for Social Affairs. At the village level, women were also beginning to appear in public office.

331. As a consequence of the active role played by women's organizations in development, some women were holding ministerial posts in the recent past; **between 1955 and 1965, women were already serving as ambassadors.**

Jamaica (1988)¹⁸

472. Questions were asked as to the participation of women in national elections and political parties, the support given to them if any, and more statistical information was requested regarding women candidates for government, ministries and parliament, as well as a breakdown by sex of judges, mayors and employees in higher positions. It was also pointed out that it would be helpful to receive information as to the distribution of women and men, for example in the **Foreign Ministry**, at what levels women were found and what were their career prospects in comparison with men.

492. Three permanent secretary posts were filled by women and two out of 12 ambassadors, and six Consuls General were women.

Japan (1988)¹⁹

279. With regard to women's participation in international conferences, there were women representatives in a variety of forums, such as the United Nations Commission of Transnational Corporation, the Disarmament Commission and the International Labour Organization. Many young

¹⁵ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Australia, February 23, 25, 1988, CEDAW/C/5/Add.40, A/43/38, pp. 65, 68,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

¹⁶ Second periodic report, March 1, 2, 1988, CEDAW/C/13/Add.1, A/43/38, pp.97, 98, 100,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

¹⁷ Initial report, February 19, 22, 1988, Indonesia, CEDAW/C/add.36, A/43/38, pp. 48, 51, 53,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

¹⁸ Initial report, February 24, 26, 1988, Jamaica, CEDAW/C/5/Add.38, A/43/38, pp. 72, 75,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

¹⁹ Initial report, February 18, 19, 1988, Japan, CEDAW/C/5/Add.48, A/43/38, pp. 43, 44, 46,

47, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en)

women were also detached to other committees of the United Nations and, as time went on, they would be more visible.

Mali (1988)²⁰

520. Many members of the Committee knew from other sources of information that there was a dynamic women's movement in the country and a strong political will in favour of the advancement of women. No mention was made in the report of the two women ministers, it was said nor of the fact that the General Directorate of the Department of Education was headed by a woman, nor of the **participation of Malian delegations in regional and international women's conferences.**

537. Women had access to employment of any kind. **The lack of women in international organizations and diplomatic missions was mainly due to family reasons and to decisions the couple had to take regarding individual careers.**

New Zealand (1988)²¹

98. Members of the Committee **requested information on the number of women in the foreign service and in the civil service,** since no statistics were provided in the report.

Senegal (1988)²²

573. **The presence of Senegalese women in international forums was commended.**

Sweden (1988)²³

739. On the request for information on the number and proportion of women in policy-making positions, the representative stated that, in 1986, 6 per cent (or 112) of all persons in senior ministerial and executive post were women. In the government office, 16 per cent of the higher executive staff were women; there were 108 women (31 per cent) in Parliament; 23 per cent of the judges were women; and 29 judges in the housing courts were men. In the legal aid offices, 30 per cent of the lawyers were women; however, 45 per cent of law trainees were women. **No significant changes had been noticed at ambassadorial or trade union levels.**

740. **As to whether there had been any change in the participation of Swedish women in international organizations and international delegations, the representative replied that decisions made by the Government were based on merit alone.**

Uruguay (1988)²⁴

222. Of the 273 people employed in the foreign civil service, 76 were women, and in the foreign trade service there were two women director. In the near future, the foreign trade departments would be headed by women.

²⁰ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Mali, February 24, 26, 1988, CEDAW/C/5/Add. 43, A/43/38, pp. 77, 78, 80,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

²¹ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of New Zealand, February 16, 18, 1988, CEDAW/C/5/Add/41. A/43/38, pp. 22, 23,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en)

²² Initial report, February 29, 1988, Senegal, CEDAW/C/5/Add.42, A/43/38, pp. 81, 83, 84, 87,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

²³ Second periodic report, March 1, 2, 1988, Sweden, CEDAW/C/13/Add.6, A/43/38, pp. 103, 105,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

²⁴ Initial report, February 17, 22, 1988, Uruguay, CEDAW/C/Add.27, A/43/38, pp. 33, 38, 39,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f43%2f38(SUPP)&Lang=en).

1989

Equatorial Guinea (1989)²⁵

143. Regarding the **representation of women and their participation at the international level**, details were requested about **the number of women representing the country abroad and the number of women appointed to represent the Government at home**. It was also asked whether there were women representing the country at the United Nations, the International Labour Organization, and other United Nations organizations, and whether there were any women ambassadors or women holding posts within the Ministry of Foreign Affairs.

German Democratic Republic (1989)²⁶

326. The Government was not satisfied with the number of women in executive positions, which amounted to the two members in the Politburo, five in the Council of State, one minister (of education) and five deputy ministers. A high percentage of women were represented in the electee bodies and, although no quota system existed in the German Democratic Republic, **20,000 women had been nominated by women's organizations to compete in the forthcoming elections**.

327. There were **women representatives of the German Democratic Republic in the diplomatic service, including the consular service, and international organizations, but most were active at the intermediate level**.

Ireland (1989)²⁷

84. Members of the Committee requested **statistics on the proportion of women in the diplomatic service and the level of their involvement**, as well as on the **overall number of women in the foreign service and the reasons for their low participation**.

110. Women currently held the posts of Minister for Education, **Minister of State for European Affairs and Government Coordination**, and Chairperson of the Senate, and **chaired the parliamentary committees dealing with women's rights and European Community legislation**. **Among the opposition parties, the portfolios held by women included foreign affairs, Northern Ireland, agriculture, justice, marine affairs, health and development cooperation**.

111. The representative informed the Committee that **over the past 10 years, 33 percent of the recruits to the diplomatic service, which incorporated the consular service, had been female**.

Union of Soviet Socialist Republics (USSR) (1989)²⁸

350. Some members of the Committee commented on the declining representation of women in politics and decision-making posts. One member referred to **the few women in leading positions as tokens** and inquired whether affirmative action was planned to alter the situation. Considering the role played by Soviet women in the struggle for peace, it was asked whether there were women officers in the Soviet army, and if not, why no.

²⁵ Initial report, February 22, 23, 1989, Equatorial Guinea, CEDAW/C/4/Add.50, A/44/38, p. 30, 31, 32, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f44%2f38&Lang=en.

²⁶ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of the German Democratic Republic, February 28, 1989, , CEDAW/C/13/Add.3, A/44/38, pp. 51, 62, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f44%2f38&Lang=en.

²⁷ Consideration of reports submitted by States parties under article 18 of the Convention. Initial report of Ireland, February 22, 24, 1989, CEDAW/C/5/Add.47, A/44/38, p. 21, 25, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f44%2f38&Lang=en.

²⁸ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of the Union of Soviet Socialist Republics, March 1, 2, 1989, , CEDAW/C/13/Add.4, A/44/38, pp.67, 68, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f44%2f38&Lang=en.

364. Eight women were working in the **foreign service**, in Cote d'Ivoire, Egypt, France and the Federal Republic of Germany. There was **one woman ambassador** in Switzerland, as well as two women at a high level in the Secretariat of the United Nations. In 1987, 12 women candidates were presented to the United Nations to occupy Professional posts, and two of them were accepted and appointed. **One of the reasons for the low percentage was that the Soviet women did not like living abroad because of marital and family considerations.**

1990

Canada (1990)²⁹

425. On article 7, there had been a slow but **steady increase** in the percentage of women in Parliament, the Government, public office and the judicial system, as reflected in an increase from 5.7 per cent in 1982 to 13.2 per cent in 1990 in the House of Commons, from 6.9 per cent to 14.5 per cent in provincial legislatures, from 6.3 per cent to 8.5 per cent in federal appointments as well as **from 2 to 13 per cent in the number of women who held the highest diplomatic ranks.**

²⁹ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Canada, February 1, 1990, CEDAW/C/13/Add.11, A/45/38, p. 75, 77, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f45%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f45%2f38(SUPP)&Lang=en).

1992

Czechoslovakia (1992)³⁰

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.

El Salvador (1992)³¹

285. The Committee asked for information on the percentage of women with legislative, executive and managerial responsibilities. It asked if any temporary measure had been devised to increase the number, and **what the percentage of women in diplomatic posts was.**

Italy (1992)³²

69. On article 7, statistics were provided on Italian women in public administration, in the judiciary and in the **European Parliament.** In the Italian Parliament, women constituted 10 per cent of the representatives, and in the cadres of political parties and trade unions, they constituted between 15 and **40.** per cent of the representatives. Only very few women were found at the highest echelons, The major obstacles, she said, were the working hours of politicians and the electoral laws. She also said that pressure groups tended to subsidize men rather than women.

Norway (1992)³³

152. Regarding **article 8,** [the State representative] 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.

Netherlands (1992)³⁴

217. The Committee also expresses concern about the low participation of women in political and public life. In the present Government, women hold 26.75 per cent of posts in ministries whereas, according to 1998 figures, only 7.5 per cent of posts at the **level of ambassador, permanent representative and consul-general are filled by women.**

³⁰ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of Czechoslovakia, January 27, 1992, 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)

³¹ Consideration of reports submitted by States parties under article 18 of the Convention. Second periodic report of El Salvador, January 27, 1992, CEDAW/C/13/Add.12, A/47/38, pp. 61, 64,

[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)

³² Initial report, January 21, 24, 1992, Italy, CEDAW/C/5/Add.62, A/46/38, pp. 12, 17, 19,

[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)

³³ Second periodic report, January 23, 1992, Norway, CEDAW/C/13/Add.15, A/46/38, pp. 29, 31,

[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)

³⁴ Second, third periodic reports, Netherlands, CEDAW/C/NET/2; CEDAW/C/NET/3, A/56/38, p. 67,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f56%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f56%2f38(SUPP)&Lang=en)

Yugoslavia (1992)³⁵

342. On article , in response to the request for information on the feminist movement and women's organisations in Yugoslavia, the [State] representative noted that the Conference for Questions on the Social Status of Women within the 'Socialist Alliance of the Working People of Yugoslavia had been abolished at the beginning of 1991. The federal council had been requested to set up a commission on women as a government agency to deal with women's problems through national legislation. She said that feminist groups, political parties and nationalist and religious organisations had been very active during the election campaign and had participated in national and **international meetings**.

³⁵ Second periodic report, January 30, 1992, Yugoslavia, CEDAW/C/13/Add.23, A/46/38, p. 70,
[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).

1994

Zambia (1994)³⁶

326. Referring to article 7 of the Convention, she confirmed that women in her country had always played an active role in politics. They were the majority of voters, but their representation in Government was low. Only nine of the 160 members of parliament were women, the Cabinet had only two women and there were few women **ambassadors**. Since the educational system had been discriminatory against women, women could not fill that gap through political involvement only. The present re-examination of the educational system would have a tremendous impact on women.

329. Members expressed their concern about the devastating effects of structural adjustment programmes on women and the relegation of women's issues to the backstage as experienced in Zambia (...) However, the development of a country depended on the **integration of women in development** since women accounted for half of the population. Cutting back on women's programmes in times of crisis sounded like an easy excuse from a patriarchal system. In periods of radical reform, it was essential that women be involved in public life and decision-making on important matters such as finances and economic measures.

³⁶ Initial and second periodic reports, January 24, 26, 1994, Zambia, CEDAW/C/ZAM/1-2, A/49/38, pp. 64, 65, 71, [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).

1995

Mauritius (1995)³⁷

181. Members of the Committee wanted to know **what had been done to encourage women's participation in the diplomatic service and how their participation in the diplomatic service compared with the progress made by them in the judicial system.**

182. The representative of Mauritius responded that **the foreign service was open to both men and women that recruitment to the foreign service was on the basis of an entrance examination. Currently, the Mauritian diplomatic service was comprised of 51 members, including 7 women. The disparity in numbers was primarily due to the lack of qualified women candidates and not to discrimination against women.** There was currently one female puisne judge (out of six) and both the Master and Deputy Master in Bankruptcy were women. Also, 3 of the 12 District Court magistrates were women. Thus, in general, women were well represented in the judicial system, although their participation was somewhat low in the various levels of court administration.

Norway (1995)³⁸

417. As early as 1981, when the Government first introduced the amendment to the Gender Equality Act, the majority of women's organizations, unions and political parties expressed their support. In boards and committees appointed by governmental bodies, the average percentage of women is at present close to 40 per cent, while women on boards and committees appointed by local government is 36.4 per cent. Owing to quota provisions in the new Local Government Act, women's representation may increase after the next local government election. Women, however, are still underrepresented on boards and committees in a number of traditionally male dominated fields, for example, defense, **foreign affairs** and trade. The representative also stated that stricter enforcement of the quota provisions must be accomplished in these sectors.

³⁷ General observations on the Initial and second periodic reports of Mauritius, January 20, 24, January, 1995, CEDAW/C/MAR/1-2, A/54/38/Rev.1, pp. 41, 42,

[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)

³⁸ Third and fourth periodic reports, January 30, 1995, Norway, CEDAW/C/NOR/3; CEDAW/C/NOR/4, A/54/38, p.

[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).

1996

Belgium (1996)³⁹

182. While lauding the efforts of the Government to promote women's equality, the Committee recognized the **relatively low presence of women in public and political life**, in high-level government positions, **the diplomatic service**, the military, political parties and trade unions.

194. The Committee recommended that in the next report more factual information be given on the impact of the affirmative action policies of the Government and on the obstacles encountered during implementation.

Cuba (1996)⁴⁰

210. The Committee also noted with satisfaction the significant increase in the number of women in all fields and levels of education, in the labour force in a wide variety of occupations, including science and technology, medicine, sports, etc., and, in particular, in policy-making at local, national and **international levels**.

Cyprus (1996)⁴¹

54. The Committee also noted the low representation of women in the legislature and in political life, and their absence from higher levels of government.

60. The Committee strongly recommends that urgent special temporary measures be adopted, under article 4 of the Convention, with the aim of substantially increasing the presence of women in all areas of public and political life, as well as **actively promoting their position in the senior management of the civil service and in the diplomatic service**.

³⁹ Concluding comments on the second periodic report of Belgium, January 26, 1996, CEDAW/C/BEL/2, A/51/38, pp. 24, 25, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38(SUPP)&Lang=en).

⁴⁰ Second and third periodic reports, January 22, 1996, Cuba, CEDAW/C/CUB/2-3, A/51/38, pp. 27, 28, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38(SUPP)&Lang=en).

⁴¹ Concluding comments on the initial and second periodic reports of Cyprus, January 15, 23, 1996, CEDAW/C/CYP/1-2, A/51/38, pp. 11, 12, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f51%2f38(SUPP)&Lang=en)

1998

Dominican Republic (1998)⁴²

318. While there had been progress in women's political and social participation, this was an area where further progress was needed. Most notably, 31 per cent of the judges of the Supreme Court of Justice were women. There had also been an **increase in the number of women working in the Foreign Service**. While important changes had also taken place in the areas of education for women, especially in terms of their access to all levels of education, sexism persisted in the professional sphere.

334. The Committee expresses concern about the rigid social codes adhered to in the country and the persistence of machismo, which is reflected in areas such as women's low participation in public life and decision-making, in the **stereotypical portrayal of women's role in the family, social life and a segregated labour market**. Emphasizing that legal measures alone are not sufficient, the Committee notes the failure of the Government to undertake comprehensive and systematic public awareness and information campaigns to change stereotypical attitudes that are detrimental to women's equality.

Dominican Republic (2013)⁴³

28. While noting the number of legal measures for strengthening the participation of women in political and public life, including the bill on political parties and the amendments to the Electoral Act aimed at achieving parity in elected offices, the Committee remains **concerned about the underrepresentation of women in legislative bodies at the national and municipal levels, in the Cabinet and decision-making positions in the civil service, in political parties and at the international level**. The Committee is also concerned at the **lack of compliance by political parties and enforcement mechanism regarding the established quotas**, and the continuing barriers hindering women's participation, such as the **prevailing machismo culture and the lack of resources and technical assistance and expertise** available to women to stand as candidates on an equal basis with men.

⁴² Concluding comments on the second, third and fourth periodic reports of Dominican Republic, February 3, 1998, CEDAW/C/DOM/2-3; CEDAW/C/DOM/4, A/53/38, pp. 28, 30,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f53%2f38%2fRev.1&Lang=en

⁴³ Sixth and seventh periodic reports, Dominican Republic, July 30, 2013, CEDAW/C/DOM/CO/6-7, [Etu \(un.org\)](http://Etu.un.org).

1999

Georgia (1999)⁴⁴

96. The Committee is concerned that the National Action Plan has not yet been implemented. This Plan addresses major areas for the improvement of women's situation, including the issues of gender evaluation of all legislation; the collection of sex-disaggregated data; the enhancement of the role of women in decision-making processes; strengthening women's role in the economy and their position in the urban and agricultural labour markets in order to reduce current poverty levels; including **women in peace negotiations** and making special efforts for women refugees and victims of armed conflicts; efforts to protect women's health; and securing the human rights of women through information, training and publication of relevant texts. The Committee recommends that measures be put in place to initiate implementation of this plan.

⁴⁴ Initial periodic report, June 8, 11, 1999, Georgia, CEDAW/C/GEO/1, A/54/38/Rev.1, pp. 55, 56.
[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).

2002

Belgium (2002)⁴⁵

149. The Committee is concerned about the significant decline, in recent years, in women's participation in the entrance examinations for the **diplomatic service**.

150. The Committee urges the State party to accelerate its efforts to increase the female presence in the **diplomatic service**.

Czech Republic (2002)⁴⁶

91. While recognizing that the number of women in the Chamber of Deputies has increased and that there are currently two women ministers in the Government, the Committee is concerned about the low representation of women in high-level elected and appointed bodies, including Parliament, and as high-ranking officials within the executive bodies, the judiciary, **the civil and diplomatic services and international organizations**.

Denmark (2002)⁴⁷

329. Noting the high number of women in the lower ranks of the Foreign Service, the Committee nevertheless expresses concern about the low level of representation of women in the higher levels of the service, in particular in **ambassadorial posts**.

330. The Committee recommends that the State party **introduce special temporary measures in accordance with article 4, paragraph 1, of the Convention to increase the representation of women at higher levels in the Foreign Service, particularly as ambassadors**.

Hungary (2002)⁴⁸

325. While noting that there has been an increase of three seats occupied by women in Parliament since the latest elections, in May 2002, and that the Speaker of Parliament is a woman and three women are ministers in the Government, the Committee is concerned about the **overall low representation of women in high-level elected and appointed bodies and in the diplomatic service**.

Iceland (2002)⁴⁹

243. The Committee notes that, although progress was made with regard to women's political representation, **women are still underrepresented in elected office, senior positions and the diplomatic service**. The Committee is also concerned that despite their high educational achievement, very few women are university professors.

244. The Committee encourages the State party to take further temporary special measures in accordance with article 4.1 of the Convention to increase the representation of women in decision-making positions in all sectors, inter alia, on all public committees. It also recommends that the State party take measures to increase the number of women in senior positions at universities.

⁴⁵ Concluding comments on the combined third and fourth periodic reports of Belgium, June 10, 2002, CEDAW/C/BEL/3-4, A/57/38, p. 99, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&DocTypeID=27

⁴⁶ Second periodic report, August 8, 2002, Czech Republic, CEDAW/C/CZE/2, A/57/38, pp 157, 160,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&DocTypeID=27.

⁴⁷ Concluding comments on the combined fourth and fifth periodic reports of Denmark, June 12, 2002, CEDAW/C/DEN/4; CEDAW/C/DEN/5, p. 124, tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2F57%2F38%28SUPP%29&Lang=en

⁴⁸ Concluding comments on the combined fourth and fifth periodic reports of Hungary, August 20, 2002, CEDAW/C/HUN/4-5, A/57/38, p. 193, tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2F57%2F38%28SUPP%29&Lang=en

⁴⁹ Concluding comments on the combined third and fourth period reports of Iceland, January 17, 2002, CEDAW/C/ICE/3-4, A/57/38, p. 39, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&DocTypeID=27

Portugal (2002)⁵⁰

337. The Committee is concerned about the low participation of women in elected and appointed bodies, including as members of parliament and local assemblies, government ministers and secretaries of state, mayors, and high-ranking judges and **diplomats**.

Uganda (2002)⁵¹

139. The Committee is concerned at the **low number of women in the diplomatic service, particularly in postings outside Uganda, and the fact that few Ugandan women work in international organizations.**

140. The Committee **recommends that the State party take measures, including in accordance with article 4, paragraph 1, of the Convention, to encourage women to enter the diplomatic service. It also recommends the introduction of measures to encourage women to seek employment in international organizations.**

Ukraine (2002)⁵²

91. While recognizing that the number of women in the Chamber of Deputies has increased and that there are currently two women ministers in the Government, the Committee is **concerned about the low representation of women in high-level elected and appointed bodies, including Parliament, and as high-ranking officials within the executive bodies, the judiciary, the civil and diplomatic services and international organizations.**

285. While recognizing that the number of women elected to office in local government has increased in some regions, the Committee is concerned about the **low representation of women in high-level elected and appointed bodies, including as members of Parliament, of which only 5 percent are women, as high-ranking officials within the executive branch, where women occupy only 6 percent of posts, and within the state administrations and civil and diplomatic service.**

⁵⁰ Fourth and fifth periodic reports, January 18, 2002, Portugal, CEDAW/C/PRT/4, CEDAW/C/PRT/5, A/57/38, p. 51, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/TBSearch.aspx?Lang=en&TreatyID=3&DocTypeID=27.

⁵¹ Concluding comments on the third periodic report of Uganda, August 9, 2002, Uganda, CEDAW/C/UGA/3, A/57/38, p. 167, tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2F57%2F38%28SUPP%29&Lang=en

⁵² Concluding comments on the combined fourth and fifth periodic reports of Ukraine, June 6, 2002, CEDAW/C/UKR/4-5, p. 115, tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2F57%2F38%28SUPP%29&Lang=en

2003

Albania (2003)⁵³

78. While welcoming the use of minimum targets for women candidates by some political parties in local elections, the Committee is concerned about the **low representation of women in high-level elected and appointed bodies**, including as members of Parliament, as high-ranking officials within the executive bodies of the Government, the judiciary and **civil and diplomatic service**, and within local government bodies.

Congo (2003)⁵⁴

168. While noting a slight increase in the number of women elected to parliament, the Committee expresses concern that **the number of women in decision-making positions remains low in politics, the judiciary and the civil service. The Committee is particularly concerned at the absence of women in decision-making positions in the foreign service.**

France (2003)⁵⁵

259. The Committee expresses its concern that **women are underrepresented in high-level positions in many areas, particularly in the civil service, the diplomatic service and academia.**

260. The Committee calls on the State party to take steps to **facilitate increased access of women to high-level positions.** It recommends the adoption of **proactive measures to encourage more women to apply for high-ranking posts**, and where necessary, to implement **temporary special measures**, as provided for in article 4, paragraph 1, of the Convention.

Japan (2003)⁵⁶

367. While welcoming the guidelines for the expansion of recruitment and promotion of women in national advisory councils and the setting of a numerical goal of 30 per cent for leadership positions in all sectors of society by the year 2020, the Committee is concerned about the **low representation of women in high-level elected bodies** including in the Diet, local assemblies, **the judiciary and the diplomatic service**, and as mayors, prosecutors and police.

Kenya (2003)⁵⁷

194. The representative also indicated that **deliberate attempts had been made to improve, among other things, women's representation in the judiciary, the diplomatic service and the administration.** In the civil service, the number of women appointed to decision-making positions had increased.

⁵³ Concluding comments on the combined initial and second periodic reports of Albania, January 16, 24, 2003, CEDAW/C/ALB/1-2, A/58/38, p. 17, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

⁵⁴ Concluding comments on the combined initial, second, third, fourth and fifth periodic reports of Congo, January 27, 29, 2003, Congo, CEDAW/C/COG/1-5, A/58/38, p. 31,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

⁵⁵ Concluding comments on the combined third and fourth report and fifth periodic reports of France, July 3, 2003, CEDAW/C/FRA/3, CEDAW/C/FRA/3-4, CEDAW/C/FRA/5, A/58/38, p. 120,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

⁵⁶ Concluding comments on the fourth and fifth periodic reports of Japan, July 8, 2003, Japan, CEDAW/C/JPN/5, A/38/38, p. 136,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

⁵⁷ Concluding comments on the combined third and fourth periodic reports of Kenya, January 15, 2003, CEDAW/C/KEN/3-4, A/58/38, p. 34,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

Morocco (2003)⁵⁸

164. While welcoming the State party's efforts and achievements to increase women's political participation at the national level, the Committee remains concerned about **the low rate of representation of women in decision-making positions in all spheres**, particularly in political representation at all levels, the public and private sectors, the judiciary, **the foreign service** and academia.

165. The Committee requests the State party to take effective and sustained measures to increase the political representation of women at all levels, taking into account article 4, paragraph 1, of the Convention. It also calls upon the State party to increase women's representation in decision-making positions in all spheres. The Committee also suggests that the State party offer support and leadership training programmes to women and carry out **awareness-raising campaigns concerning women's participation in decision-making, including in the public and private sectors, the foreign service, the judiciary and academia.**

Norway (2003)⁵⁹

427. The Committee is also **concerned about the low level of representation of women in the higher levels of the diplomatic service, in particular as ambassadors or as consuls general.**

428. The Committee recommends that the State party **introduce measures to increase the representation of women** in Parliament, in municipal and county councils and **at higher levels in the Foreign Service, particularly as ambassadors and consuls general.**

Switzerland (2003)⁶⁰

126. The Committee is concerned that, while women make up 54 per cent of the electorate, they are significantly underrepresented in elected and appointed posts in political decision-making bodies. While acknowledging some positive developments, the Committee is also concerned at women's **low rate of participation in the administration, the judiciary and the diplomatic service as well as their low representation at the international level.**

127. The Committee encourages the State party to take sustained measures to increase the representation of women in elected and appointed bodies, including temporary special measures in accordance with article 4, paragraph 1, of the Convention, in order to realize women's right to equal participation in public and political life. The Committee also recommends that adequate measures be taken with the aim of achieving **balanced participation of women and men in the various areas and levels of public life, particularly in the administration, the judiciary and the diplomatic service.**

⁵⁸ Concluding comments on the second periodic reports of Morocco, July 15, 2003, CEDAW/C/MOR/2, A/58/38, p. 101, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en).

⁵⁹ Concluding comments on the combined fifth and sixth periodic reports of Norway, January 20, 2003, CEDAW/C/NOR/5 and CEDAW/C/NOR/6, A/58/38, p. 59, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

⁶⁰ Concluding comments on the combined initial and second periodic reports of Switzerland, January 14, 17, 2003, CEDAW/C/CHE/1-2, A/59/38, p. 18, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f58%2f38(SUPP)&Lang=en)

2004

Angola (2004)⁶¹

130. The representative noted women's participation in decision-making was slowly being promoted, as few women were represented in political and public life. Three out of 30 ministers were currently women, as were 5 out of 40 vice-ministers. Thirty-six out of 220 members of Parliament were women, while 6 of 66 ambassadors were women. **While some Angolan women worked for regional institutions, no Angolan women were currently represented in international arenas.**

154. The Committee expresses concern over the fact that the number of women in decision-making positions remains low in political and public life, including in the National Assembly, the civil service and the judiciary. **It is also concerned at the low representation of women in decision-making positions in the national foreign service.**

155. The Committee recommends that the State party **undertake measures to increase the number of women in decision-making positions in all spheres**, in accordance with its general recommendation 23 on women in political and public life, including in the National Assembly, in political parties, the judiciary and the civil service, **including the foreign service.** It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures, and to establish **concrete goals and timetables to accelerate women's equal participation in public and political life.** The Committee urges the State party to implement training programmes to encourage women to participate in public life. It also calls on 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 leadership positions at all levels of decision-making for the development of the country, especially at a time of rebuilding and reconstruction after the long war.**

Bangladesh (2004)⁶²

255. While **welcoming the measures taken to increase the number of women** in the National Parliament, the Committee expresses concern that the number of women in decision-making positions remains low in politics, the judiciary, the civil service and **the foreign service.** The Committee is further **concerned that a lack of a women-friendly environment in these sectors may contribute to women's low representation.**

256. The Committee recommends that the State party **adopt proactive policies for women's increased participation at all levels and, when necessary, adopt temporary special measures and establish effective policies and a timetable to increase the number of women in decision-making positions in all spheres.** It also recommends that the State party introduce legislation providing for the direct election of women to the National Parliament rather than through selection by members of the Parliament. The Committee furthermore calls on the State party to **sensitize government officials on the issue of gender discrimination in order to promote a women-friendly environment that would encourage the participation of women in the public life of the country.**

⁶¹ Concluding comments on the combined initial, second and third periodic report and combined fourth and fifth periodic reports of Angola, CEDAW/C/AGO/1-3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N02/695/50/PDF/N0269550.pdf?OpenElement>

⁶² Concluding comments on the fifth periodic report of Bangladesh, July 9, 2004, CEDAW/C/BGD/5, A/59/38, p. 134, [tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](http://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en)

Belarus (2004)⁶³

357. While recognizing an increase in the representation of women in the House of Representatives of the National Assembly, in the local councils of deputies and on the Supreme Court, as well as the use of a quota-based principle in forming the National Assembly's Council of the Republic, the Committee remains concerned about **the underrepresentation of women in elected and appointed bodies, particularly at high levels and in decision-making positions, including the diplomatic service.**

Bhutan (2004)⁶⁴

92. Turning to women in decision-making positions, the representative noted that women now made up 26 per cent of the civil service. In 2003, two women had been appointed as Foreign Secretary and Finance Secretary. Their Majesties the Queens had become very actively engaged in **international and regional forums.** While women were well represented in public village meetings, their participation in elections for public office remained low. A total of 12 of the 100 elected people's representatives to the National Assembly and 1 of the 6 Royal Councillors were women.

Germany (2004)⁶⁵

396. While appreciating that women's participation in political life has exceeded the critical threshold of 30 per cent, the Committee is concerned that **women are underrepresented in the higher echelons of several other sectors of public life, particularly in the civil service, the diplomatic service, science and research and academia.**

Kuwait (2004)⁶⁶

74. The Committee expresses its concern at the lack of **detailed information and statistical data on women's representation, particularly in decision-making positions, in various areas of public life, including** in law enforcement, the judiciary and **the diplomatic corps.**

75. The Committee requests that the State party provide such information in its next report. The Committee also recommends that the State party **take measures to increase the representation of women in all areas of public life, including at the decision-making level, and in law enforcement, the judiciary and the diplomatic corps, through the use of temporary special measures,** in accordance with article 4, paragraph 1, of the Convention, and general recommendation 25, as well as general recommendation 23. The Committee encourages the State party to undertake and support awareness-raising programmes on the importance of women's representation, in particular at decision-making levels, in all areas of public life.

Kyrgyzstan (2004)⁶⁷

165. While noting that the law on the bases for State guarantees of gender equality provides for gender quotas in the appointment of judges to the Constitutional Court and the Supreme Court, the staff of the Central Commission on Elections and Referendums, and the auditors of the Auditing Chamber, the Committee is **concerned about the underrepresentation of women in elected and appointed bodies, particularly at high levels, including** the Zhogorku Kenesh (Parliament) and regional and district parliaments, State executive and administrative organs and **the diplomatic service.**

⁶³ Concluding comments on the combined fourth, fifth and sixth periodic reports of Belarus, January 23, 2004, CEDAW/C/BLR/4-6, A/59/38, p. 61, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en).

⁶⁴ Initial, second, third, fourth, fifth and sixth periodic report, Bhutan, January 16, 22, 2004, CEDAW/C/BTN/1-3; CEDAW/C/BTN/1-6, p. 22, 24, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en).

⁶⁵ Concluding comments on the fifth periodic report of Germany, January 21, 22, 2004, CEDAW/C/DEU/5, A/59/38, p. 67, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en).

⁶⁶ Concluding comments on the combined initial and second periodic reports of Kuwait, January 15 and 23, 2004, CEDAW/C/KWT/CO/1-2, https://www.un.org/womenwatch/daw/cedaw/cedaw25years/content/english/CONCLUDING_COMMENTS/kuwait/kuwait-CO-1-2.pdf

⁶⁷ Concluding comments on the second periodic report of Kyrgyzstan, January 14, 2004, CEDAW/C/KGZ/2, A/59/38, p. 32, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en)

166. The Committee urges the State party to strengthen and implement measures to increase the representation of women in elected and appointed bodies through, inter alia, the implementation of **temporary special measures**, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25, in order **to realize women's right to equal participation in all areas of public life, particularly at high levels of decision-making**. The Committee recommends that the State party **fully utilize general recommendation 23 concerning women in public life and promote changes in the attitudes and perceptions of both women and men with regard to their respective roles in the household, the family, at work and in society as a whole**. The Committee recommends that the State party increase its efforts in carrying out **awareness-raising campaigns regarding the importance of women's equal participation in political and public decision-making and in the diplomatic service**.

Malta (2004)⁶⁸

107. While noting that the proportion of women represented in local councils as of June 2004 was 17.6 per cent, the Committee is concerned that they are **significantly underrepresented at the national level in elected and appointed posts**, in the judiciary, and in political decision-making, **including the administration and the foreign service**.

108. The Committee encourages the State party to take sustained measures to increase the representation of women in elected and appointed bodies in all areas of the public sector and in the judiciary. The Committee recommends the utilization of temporary special measures in accordance with article 4, paragraph 1, of the Convention and general recommendation 25 in all areas of public life including adequate measures with **clearly defined goals and time-bound targets aimed at achieving balanced representation of women and men in general and at high levels of decision-making in particular**. The Committee also suggests that the State party continue to offer leadership training programmes to women and carry out awareness-raising campaigns on women's participation in decision-making.

Nepal (2004)⁶⁹

214. While noting the 5 per cent constitutional minimum for the fielding of women candidates for elections by political parties, the Committee is concerned at the very poor representation of women in decision-making positions in the political and administrative spheres. It is also concerned at the very low numbers of women within the judiciary as well as **the nominal participation of women at the international level**.

Nigeria (2004)⁷⁰

309. The Committee, while recognizing the efforts made to achieve 30 per cent representation of women in public office, notes with concern the **low number of women in political and public life, especially in leadership and decision-making positions**. It also notes with concern that the **persistence of stereotypical and patriarchal attitudes**, which view men as natural leaders, may preclude women from seeking positions of leadership.

310. The Committee recommends that the State party take measures to increase the number of women in decision-making positions at all levels and in all areas, in the light of general recommendation 23 on women in political and public life. It also recommends that the State party **introduce temporary special measures**, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25, **to strengthen its efforts to promote women to positions of leadership, including in the diplomatic service**. To that end, the Committee urges the State party to increase the availability of

⁶⁸ Concluding comments on the combined initial, second and third periodic reports of Malta, July 13, 19, 2004, CEDAW/C/MLT/1-3, A/59/38, p. 112, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en).

⁶⁹ Second and third periodic report, January 13, 2004, Nepal, CEDAW/C/NPL/2-3, A/59/38, p. 40, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en).

⁷⁰ Concluding comments on the combined fourth and fifth periodic reports of Nigeria, January 20, 21, 2004, CEDAW/C/NGA/4-5, A/59/38, p. 54, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f59%2f38(SUPP)&Lang=en)

training programmes and to enhance its awareness-raising campaigns aimed at underlining the importance of women's participation in decision-making at all levels.

Spain (2004)⁷¹

342. The Committee is concerned at the **under-representation of women in senior positions in some areas of professional and public life, such as the judiciary and the Foreign Service, particularly at the highest echelons.**

343. The Committee recommends that proactive policies for women's increased participation at those levels be adopted and, when appropriate, temporary special measures in accordance with article 4, paragraph 1, of the Convention and general recommendation 25 be taken to ensure the acceleration of the achievement of women's real empowerment on equal terms with that of men.

⁷¹ Concluding comments on the fifth periodic report of Spain, July 7, 2004, CEDAW/C/ESP/5, A/59/38, p. 153, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N02/695/50/PDF/N0269550.pdf?OpenElement>

2005

Algeria (2005)⁷²

37. While welcoming the progress achieved over time in women's political participation, the Committee remains concerned about the **low level of representation of women in decision-making positions, particularly their political representation at all levels and their representation in the administration and the foreign service.**

38. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life. The Committee also suggests that the State party implement leadership training programmes and carry out awareness-raising campaigns on the importance of women's participation in decision-making, and that it evaluate the impact of such measures.

Benin (2005)⁷³

153. The Committee is concerned about the low level of representation of women in public and political life and in decision-making positions, **including at the international level.** It notes with concern the absence of proactive measures to increase women's participation in political and public life. The Committee further expresses its concern regarding the State party's position that the use of temporary special measures such as quotas might be considered to be in violation of the principle of equality between women and men of the country's Constitution.

154. The Committee draws the State party's attention to general recommendation 23 on the participation of women in public life and urges full implementation of the measures recommended therein. The Committee also urges the State party to implement temporary special measures, including quotas, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, and to establish concrete goals and timetables to increase the number of women in political and public life and in decision-making positions. The Committee encourages the State party to implement and strengthen training and awareness-raising programmes to highlight the link between the application of temporary special measures and the achievement of substantive equality between women and men, as well as 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.

Burkina Faso (2005)⁷⁴

27. While noting the increase in the number of women in the National Assembly from three in 2000 to 13 in 2005, the Committee remains concerned about the **low level of representation of women in public and political life and in decision-making positions, including in the foreign service.** It notes with concern the absence of temporary special measures to increase women's participation in political and public life, despite the Committee's recommendation in paragraph 273 of its previous concluding comments (see A/55/38, part one).

28. The Committee urges the State party to implement temporary special measures, including quotas, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, and to establish concrete goals and timetables so as to increase the number of women in political

⁷² Concluding comments on the second periodic report of Algeria, February 15, 2005, CEDAW/C/DZA/CC/2, <https://www.un.org/womenwatch/daw/cedaw/cedaw32/conclude-comments/Algeria/CEDAW-CC-DZA-0523916E.pdf>

⁷³ Initial, second and third report, July 7, 2005, Benin, CEDAW/C/BEN/1-3, A/60/38, p. 119, [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).

⁷⁴ Concluding comments on the combined fourth and fifth periodic reports of Burkina Faso, July 22, 2005, CEDAW/C/BFA/CO/4-5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N05/450/36/PDF/N0545036.pdf?OpenElement>

and public life and in decision-making positions. The Committee also draws the State party's attention to general recommendation 23 on the participation of women in public life and urges full implementation of the measures recommended therein.

Democratic People's Republic of Korea (2005)⁷⁵

43. While noting that women make up approximately 20 per cent of the deputies to the eleventh Supreme People's Assembly, and 30 per cent of the local people's assemblies, the Committee expresses concern that **the number of women in decision-making positions remains low in politics, the judiciary and the civil service**. The Committee is also **concerned at the low participation of women in decision-making positions in the foreign service**.

44. The Committee recommends that the State party take measures to increase the number of women in decision-making positions in all spheres. It also **recommends that women's representation in the foreign service be increased, including in missions abroad**. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to strengthen and accelerate its efforts to promote and elect women to positions of power, supported by special training programmes and awareness-raising campaigns aimed at underlining the importance of women's participation in decision-making at all levels.

Gambia (2005)⁷⁶

29. While acknowledging the increase in women's political representation, the Committee remains concerned about the **low level of representation of women in public and political life and in decision-making positions, including in the foreign service**.

30. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public and political life and at all levels.

Ireland (2005)⁷⁷

390. While acknowledging that the President, the Deputy Prime Minister and three members of the Cabinet are women, and that women occupy other visible decision-making positions, including three Supreme Court judges, the President of the District Court, the President of the Law Reform Commission and the Ombudsman, the Committee is concerned at the significant underrepresentation of women in elected political structures, particularly in the Oireachtas. The Committee is further concerned at the low representation of women in the civil service and in the **Department of Foreign Affairs at the higher grades**.

Israel (2005)⁷⁸

31. While noting the increase in the number of women in the Knesset, the Committee remains concerned about the low level of representation of women in decision-making positions in local authorities. It is also **concerned that the number of women in high-level positions in the civil service and foreign service remains low**. The Committee is further concerned about the low level of representation of Israeli Arab women in these areas.

32. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general

⁷⁵ Concluding comments on the initial periodic report of the Democratic People's Republic of Korea, July 22, 2005, CEDAW/C/PRK/CO/1, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FPRK%2FCO%2F1&Lang=en

⁷⁶ Concluding comments on the combined initial, second and third periodic reports of Gambia, July 22, 2005, Gambia, CEDAW/C/GMB/CO/1-3, <https://www.un.org/womenwatch/daw/cedaw/cedaw33/conclude/gambia/0545030E.pdf>

⁷⁷ Fourth and fifth periodic report, July 13, 2005, Ireland, CEDAW/C/IRL/4-5, A/60/38, p. 155, [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).

⁷⁸ Concluding comments on the third periodic report of Israel, July 22, 2005, CEDAW/C/ISR/CO/3, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FISR%2FCO%2F3&Lang=en

recommendation 25, and to establish concrete goals and timetables so as to accelerate the increase in the representation of women, including Israeli Arab women, in elected and appointed bodies in all areas of public life.

Italy (2005)⁷⁹

324. While noting with appreciation the increase in the number of Italian women in the European Parliament, the Committee remains deeply concerned about the severe underrepresentation of women in political and public positions, including in elected bodies, the judiciary **and at the international level**. The Committee is especially concerned that the political participation of women at the national level has fallen in recent years and remains among the lowest in Europe.

325. The Committee encourages the State party to take sustained measures to increase the representation of women in elected and appointed bodies and in the judiciary **and at the international level**. It recommends that the State party introduce appropriate measures, including 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 political and public positions.

Lebanon (2005)⁸⁰

31. While welcoming the fact that the percentage of women deputies in the National Assembly has doubled from 2.3 per cent in 1992 to 4.3 per cent in 2005, the Committee remains concerned about the very low level of representation of women in decision-making positions, particularly in elected and appointed bodies at all levels, and their representation in the administration and **foreign service**.

32. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life.

Niger (2005)⁸¹

233. While appreciating Act No. 2000-008, which introduced a quota system for positions reserved for women in decision-making bodies, and noting the increase in the representation of women in the National Assembly and in high-level government positions, the Committee is concerned about the continuing underrepresentation of women in public and political life and in decision-making positions, including in the National Assembly, Government, **diplomatic service** and local bodies.

Tajikistan (2005)⁸²

43. The Committee requests the State party to undertake national awareness-raising campaigns about the importance of women's participation in public and political life, specifically about the obstacles that women encounter in rural areas. It urges the State party to increase women's representation in political and public life, **including at the international level**. The Committee encourages the State party to review the use of temporary measures according to article 4, paragraph 1, of the Convention and in the Committee's general recommendations 25 and 23. The application of such measures to increase women's political representation should include the establishment of benchmarks with timetables or quotas. The Committee encourages the State party to continue to conduct training programmes to increase women's active participation in political life, such as those run by the Central Elections and

⁷⁹ Fourth and fifth periodic report, January 25, 2005, Italy, CEDAW/C/ITA/4-5, A/60/38, p. 55,

[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).

⁸⁰ Concluding comments on the combined initial and second of Lebanon, July 22, 2005, CEDAW/C/LBN/CO/2, <https://www.un.org/womenwatch/daw/cedaw/cedaw33/conclude/lebanon/0545048E.pdf>

⁸¹ 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.

⁸² Initial, second, and third periodic reports, June 7, 2005, Tajikistan,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FTJK%2F1-3&Lang=en.

Referendums Commission of the Republic of Tajikistan, with the involvement of representatives of political parties, non-governmental organizations and women who want to move into political life.

Turkey (2005)⁸³

31. The Committee is concerned that women are significantly underrepresented in all areas of political and public life and that progress towards achieving equality, particularly at decision-making levels, both national and local, has been regrettably slow. **The Committee is also concerned about the underrepresentation of women in the higher echelons of the foreign service.**

32. The Committee encourages the State party to take sustained measures to increase the representation of women in elected and appointed bodies in all areas of public life. It recommends that the State party **introduce 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 Parliament, in municipal bodies and **at higher levels in the foreign service**. It also recommends that the State party carry out awareness-raising campaigns on the importance of women's participation in political and public life and access to decision-making positions, and evaluate the impact of such measures.

⁸³ Concluding comments on the combined fourth and fifth periodic reports of Turkey, February 15, 2005, CEDAW/C/TUR/CC/4-5, <https://www.un.org/womenwatch/daw/cedaw/cedaw32/conclude-comments/Turkey/CEDAW-CC-TUR-0523813E.pdf>

2006

Chile (2006)⁸⁴

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 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.

China (2006)⁸⁵

25. While welcoming the provisions adopted by the State party to ensure the representation of women in all areas of political and public life, the Committee expresses concern at the continued low level of representation of women, including women from ethnic minority backgrounds, in public and political life and in decision-making positions, including in the **foreign service**. It notes with concern that the proposed revision of the Organic Law of the Villagers' Committees does not call for women's equal representation on villagers' committees.

26. The Committee encourages the State party to take sustained measures, including temporary special measures, such as the establishment of adequate numerical goals and targets, and timetables, in order to progress more expeditiously towards women's full and equal representation in elected and appointed bodies in all areas of public life, from the local to the national levels, and in all branches of Government, including in the country's **foreign service**. The Committee recommends that the State party conduct training programmes on leadership and negotiation skills for current and future women leaders. It further urges the State party to undertake awareness-raising about the importance of women's participation in decision-making processes at all levels of society.

Cuba (2006)⁸⁶

23. While welcoming the progress achieved in the participation of women in the public and political spheres, the Committee is concerned about the low representation of women at the local level and in the country's **Foreign Service**. It is also concerned about the State party's apparent limited understanding of the nature and purpose of temporary special measures and the reasons for their application in areas where gender disparities to the disadvantage of women persist.

24. The Committee recommends the utilization of temporary special measures in accordance with article 4, paragraph 1, of the Convention and general recommendation No. 25 of the Committee to accelerate the increase of women in elected and appointed bodies in all areas of public life, especially at the local level. Such measures should include clearly defined goals and time-bound targets, as well as the continuation of educational measures aimed at achieving a balanced representation of women and men at the local level, in the country's **Foreign Service** and at high levels of decision-making in government agencies and state bodies.

⁸⁴ Concluding comments on the fourth periodic report of Chile, August 25, 2002, CEDAW/C/CHI/CO/4,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCHI%2FCO%2F4&Lang=en

⁸⁵ Concluding comments on the combined fifth and sixth periodic reports of China, August 25, 2006, CEDAW/C/CHN/CO/6,

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

⁸⁶ Concluding comments on the combined fifth and sixth periodic reports of Cuba, August 25, 2006, CEDAW/C/CUB/CO/6,

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

Czech Republic (2006)⁸⁷

19. The Committee reiterates its concern about the continuing underrepresentation of women in Parliament and Government, including in standing and ad hoc committees, **at the international level**, and in the private sector. The Committee is also concerned about an apparent reluctance within Government ministries to apply temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures. It is also concerned about the suspension of the adoption of the draft election bill that envisaged at least 30 per cent representation of either sex.

20. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 and to establish concrete goals and timetables so as to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life, **including in the foreign service**, at all levels, and to monitor their achievement. Such measures should include the setting of time-bound targets; implementation of awareness-raising campaigns; provision of financial incentives to political parties; and development of targeted training and mentoring programmes for women candidates and women elected to public office. The Committee urges the State party to carefully monitor the effectiveness of measures taken and of results achieved in its next periodic report.

Democratic Republic of Congo (2006)⁸⁸

29. The Committee expresses concern about the small number of women in public life and decision-making, such as in the National Assembly and other areas of government.

30. The Committee recommends that the State party undertake concrete measures to increase the number of women in decision-making positions, in accordance with its general recommendation 23, on women in political and public life, and in the **foreign service**. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, on temporary special measures, and establish concrete goals, such as quotas, and timetables to accelerate women's equal participation in public and political life.

Eritrea (2006)⁸⁹

20. While applauding the successful use of the 30 per cent quota for women in the regional assemblies, the **Committee is concerned about the low level of representation of women in public and political life and in decision-making positions, including in the foreign service.**

21. The Committee encourages the State party to establish concrete goals and timetables to increase the number of women in political and public life and in decision-making positions. It invites the State party to **use the successful example of increasing the number of women in regional assemblies to achieve similar results in other areas, including parliament and the foreign service.** The Committee encourages the State party to **implement and strengthen training and awareness-raising programmes, and to highlight the importance of women's participation in decision-making at all levels, including the international level.**

⁸⁷ Concluding comments on the third periodic report of the Czech Republic, August 25, 2006, CEDAW/C/CZE/CO/3,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCZE%2FCO%2F3&Lang=en

⁸⁸ Concluding comments on the combined fourth and fifth periodic reports of the Democratic Republic of Congo, CEDAW/C/COD/CO/5,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCOD%2FCO%2F5&Lang=en

⁸⁹ Concluding comments on the combined initial, second and third periodic reports of Eritrea, February 3, 2006, CEDAW/C/ERI/CO/3,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FERI%2FCO%2F3&Lang=en

Georgia (2006)⁹⁰

80. The Committee is concerned about the continuing underrepresentation of women in public and political life and in decision-making positions, including in **diplomacy**, the executive bodies of the Government and local government, as well as in Parliament.

81. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendations 25 and 23, to accelerate women's full and equal participation in elected and appointed bodies, **including at the international level**. Such measures should include the establishment of benchmarks, numerical goals and timetables, as well as conducting training programmes on leadership and negotiation skills for current and future women leaders. It further urges the State party to undertake awareness-raising campaigns about the importance of women's participation in public and political life and at decision-making levels.

Macedonia, Yugoslav Republic of (2006)⁹¹

124. While commending the introduction of the 30 per cent quota for each gender in the Law on Election of Members of Parliament and the Law on Local Elections, the Committee notes with concern that this amendment has not produced the desired results as women continue to be underrepresented in elected bodies. The Committee is also concerned about the underrepresentation of women in appointed bodies and at the **international level**.

125. The Committee recommends that the State party carry out awareness-raising campaigns for men and women on the importance of women's participation in political and public life and in decision-making, and that it create enabling, encouraging and supportive conditions for such participation. The Committee also recommends that steps be taken to meet the 30 per cent quota established in the Law on Election of Members of Parliament and the Law on Local Elections. The Committee encourages the State party to step up its efforts to increase women's representation in elected and appointed bodies and at the **international level**.

Mali (2006)⁹²

25. The Committee expresses concern at how few women are represented in the National Assembly, in Government and at high levels of the administration. It is also concerned that even fewer women are mayors and municipal counsellors and that women are underrepresented in the **foreign service**.

26. The Committee recommends that the State party undertake measures to progressively increase the number of women in decision-making positions, in accordance with its general recommendation 23 on women in political and public life and in the **foreign service**. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures, and establish concrete goals and timetables to accelerate women's equal participation in public and political life.

Malawi (2006)⁹³

25. While welcoming some recent progress, the Committee expresses concern over the fact that the number of women in decision-making positions remains low in political and public life, including in the Parliament, the civil service and the judiciary. It is also concerned at the low representation of women in decision-making positions in the **national Foreign Service**.

⁹⁰ Second and third periodic report, Georgia, August 15, 2006, CEDAW/C/GEO/2-3, A/61/38, p. 180,

[https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38(SUPP)&Lang=en).

⁹¹ Initial, second and third periodic reports, The former Yugoslav Republic of Macedonia, January 25, 2006, CEDAW/C/MKD1-3, A/61/38, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38(SUPP)&Lang=en).

⁹² Concluding comments on the combined second, third, fourth and fifth periodic reports of Mali, February 3, 2006, CEDAW/C/MLI/CO/5, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMLI%2FCO%2F5&Lang=en

⁹³ Concluding comments on the combined second, third, fourth and fifth periodic reports of Malawi, February 3, 2006, CEDAW/C/MWI/CO/5, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMWI%2FCO%2F5&Lang=en

26. The Committee recommends that the State party undertake concrete measures to increase the number of women in decision-making positions in all spheres and at all levels, including in the Parliament, political parties, the judiciary, the civil service and the Foreign Service. The Committee invites the State party to be guided by its general recommendation 23 on women in political and public life. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures. Measures should include the setting of clear goals and timetables to accelerate women's equal participation in public and political life. The Committee urges the State party to implement capacity-building programmes to encourage women to participate in public life. It also calls on 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 leadership positions at all levels of decision-making for the development of the country.

Malaysia (2006)⁹⁴

35. While appreciating the State party's policy of at least 30 per cent women in decision-making levels in the public sector and noting that the Ministry of Women, Family and Community Development is working with the United Nations Development Programme to develop an action plan to implement this policy, the Committee is concerned about the low level of representation of women in public and political life and in decision-making positions, including in the foreign service. The Committee is also concerned about the level of representation of women at decision-making level in private sector organizations.

36. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, and to establish concrete goals and timetables so as to accelerate the increase in the representation of women, in elected and appointed bodies in all areas of public life, including at the international level. The Committee invites the State party to also encourage political parties to use quotas. It recommends that the State party conduct training programmes on leadership and negotiation skills for current and future women leaders. It also encourages the State party to take measures that will lead to an increase in the number of women at the decision-making level in private sector organizations. It further urges the State party to undertake awareness-raising about the importance of women's participation in decision-making processes at all levels of society.

Mauritius (2006)⁹⁵

22. While noting the State party's commitment to the goal of the Southern African Development Community to increase the number of women in decision-making and political life to 30 per cent, as orally indicated, the Committee is concerned about the extremely low level or even absence of representation of women in many facets of political and public life and in decision-making positions, including in Parliament, as municipal councillors, village councillors, mayors, heads of district councils, directors in State-owned companies and in the **foreign service**. The Committee is also concerned about the level of representation of women in decision-making in the private sector.

23. The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, and to establish concrete numerical goals and timetables so as to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life, including **at the international level**.

⁹⁴ Concluding comments on the combined Initial and second periodic reports of Malaysia, May 31, 2006, CEDAW/C/MYS/CO/2, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMYS%2FCO%2F2&Lang=en

⁹⁵ Concluding comments on the combined third, fourth and fifth periodic reports of Mauritius, August 25, 2006, CEDAW/C/MAR/CO/5, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMAR%2FCO%2F5&Lang=en

Mexico (2006)⁹⁶

28. While recognizing the efforts made to increase the representation of women in public administration, the Committee notes with concern the small number of women in decision-making positions, in particular at the municipal level and in the **foreign service**.

29. The Committee recommends that the State party strengthen measures to increase the number of women in decision-making positions at all levels and in all areas, in the light of its general recommendation 23, on women in political and public life. It also recommends that the State party introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and general recommendation 25, to accelerate efforts to promote women to positions of leadership, including in the foreign service.

Moldova, Republic of (2006)⁹⁷

26. While welcoming some recent progress, the Committee expresses concern about the fact that the number of women in decision-making positions in political and public life remains low, including in the parliament, the civil service and the judiciary. It is also concerned about the low representation of women in decision-making positions in the **foreign service**. The Committee is concerned that, despite its earlier recommendation, temporary special measures have not been used in this area.

27. The Committee encourages the State party to implement measures to increase the number of women in decision-making positions, in particular at the local level, in parliament, in political parties and in the judiciary and the civil service, including the **foreign service**. It recommends that the State party establish concrete goals and timetables to accelerate women's equal participation in public and political life at all levels. The State party should introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, on temporary special measures, and take into account the Committee's general recommendation 23, on women in political and public life.

Thailand (2006)⁹⁸

284. The Committee notes with concern the low level of women's participation in public life and decision-making, particularly in the House of Representatives, the Senate and local government councils, as well as **at the international level**.

285. The Committee recommends that the State party adopt and implement temporary special measures to increase the number of women in decision-making positions, in particular, to establish benchmarks and timetables, and consider the use of quotas to achieve them. The Committee invites the State party to also encourage political parties to use such quotas. The Committee calls upon the State party to implement 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. The Committee also recommends that the State party develop more systematic data collection on women's participation in political and public life.

Togo (2006)⁹⁹

159. While welcoming some recent progress, the Committee expresses concern that the number of women in decision-making positions in political and public life remains low, including in the Parliament,

⁹⁶Concluding comments on the sixth periodic report of Mexico, August 25, 2006, CEDAW/C/MEX/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/MEX/CO/6&Lang=Sp

⁹⁷ Concluding comments on the combined second and third periodic report of the Republic of Moldova, August 25, 2006, CEDAW/C/MDA/CO/3, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38(SUPP)&Lang=en).

⁹⁸ Fourth and fifth periodic report, Thailand, January 20, 2006, CEDAW/C/THA/4-5, A/61/38, p. 46, [https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38\(SUPP\)&Lang=en](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=A%2f61%2f38(SUPP)&Lang=en).

⁹⁹ Concluding comments on the combined initial, second, third, fourth and fifth periodic reports of Togo, February 3, 2006, CEDAW/C/TGO/CO/5, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FTGO%2FCO%2F5&Lang=en

the civil service and the judiciary. It is also concerned at the **low representation of women in decision-making positions in the Foreign Service.**

160. The Committee encourages the State party to **implement measures to increase the number of women in decision-making positions**, in particular at the local level, in Parliament, in political parties, the judiciary and the civil service, including the **Foreign Service**. It recommends that the State party establish concrete goals and timetables to accelerate women's equal participation in public and political life at all levels. The State party should introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and with the Committee's general recommendation 25 on temporary special measures, and take into account the Committee's general recommendation 23 on women in political and public life. The Committee urges the State party to implement awareness-raising programmes, including with traditional chiefs, to encourage women to participate in public life. It calls on the State party to highlight the importance to society as a whole of women's full and equal participation in leadership positions at all levels of decision-making for the development of the country.

Uzbekistan (2006)¹⁰⁰

23. While appreciating that the State party's amendment to the election law in 2004 requiring political parties to nominate at least 30 per cent female candidates for Parliament has resulted in an increase in the representation of women in Parliament from 8 to 17.5 per cent, the Committee is concerned about the continuing underrepresentation of women in political and public life and in decision-making positions at all levels. The Committee also notes that the State party did not provide information about the number of women in the **Foreign Service**.

24. The Committee encourages the State party to take sustained measures, including additional temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, and to establish concrete goals and timetables so as to accelerate the increase in the representation of women, in elected and appointed bodies in all areas of public life and at all levels, and to monitor their achievement. It recommends that the State party conduct training programmes on leadership skills for current and future women leaders. It further urges the State party to undertake awareness-raising about the importance of women's participation in decision-making processes at all levels of society. The Committee also invites the State party to provide information about the number and ranking of women in **foreign service** in its next periodic report.

¹⁰⁰ Concluding comments on the second and third periodic reports of Uzbekistan, August 25, 2006, CEDAW/C/UZB/CO/3, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FUZB%2FCO%2F3&Lang=en

2007

Brazil (2007)¹⁰¹

509. The Committee is concerned that Law No. 9504 of 30 September 1997, which establishes a quota system, has proved to be inefficient and has had little if any impact on women's participation in political life. The Committee also remains concerned that women are still significantly underrepresented at all levels and instances of political decision-making, including in elected bodies, at the highest levels of the judiciary, and **in diplomacy**.

510. The Committee encourages the State party to take sustained legal and other measures to increase the representation of women in elected and appointed bodies and at the highest levels of the judiciary, and in **diplomacy**. It recommends that the State party introduce appropriate legal and other measures, including amending or replacing ineffective laws and adopting 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 political and public positions within a concrete time frame in line with the Committee's general recommendation 23. The Committee recommends that the State party carry out awareness-raising campaigns among both men and women on the importance of women's full and equal participation in political and public life and in decision-making, as a necessary component of a democratic society, and create enabling, encouraging and supportive conditions for such participation.

Greece (2007)¹⁰²

23. While applauding the establishment of an obligatory one-third quota for each sex in the electoral lists of local elections and for the collective bodies of all Government agencies, the Committee is concerned about the underrepresentation of women at all levels of political and public life and in decision-making, particularly in Parliament, and in the **foreign service**. The Committee is further concerned about the limited participation of women in trade unions and employers' associations.

Guinea (2007)¹⁰³

30. The Committee reiterates its concern about the continuing underrepresentation of women in public and political life and in decision-making positions, including in the National Assembly, Government, **diplomatic service** and local bodies. It notes with concern the decline from 2002 to 2007 in the number of women at high and decision-making levels, in particular of women in Parliament, women ministers and women secretaries-general in ministries.

31. The **Committee encourages the State party to take sustained measures**, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures, and the Committee's general recommendation 23 on women in public life and decision-making. It also encourages the State party to establish concrete goals and timetables so as to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life, including in the **foreign service**, at all levels, and to monitor their achievement. It also recommends further efforts to increase the number of women in decision-making positions in public administration and in the private sector.

¹⁰¹ Sixth periodic report, Brazil, July 25, 2007, CEDAW/C/BRA/6, A/62/38, p. 317, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/415/16/PDF/N0741516.pdf?OpenElement>.

¹⁰² Concluding comments on the sixth periodic report of Greece, February 2, 2007, CEDAW/C/GRC/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/415/16/PDF/N0741516.pdf?OpenElement>

¹⁰³ Concluding comments on the combined fourth, fifth and sixth periodic reports of Guinea, August 10, 2007, CEDAW/C/GIN/CO/6, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FGIN%2FCO%2F6&Lang=en

Hungary (2007)¹⁰⁴

549. While noting that the Equal Treatment Act allows for the application of temporary special measures and also noting the statement by the delegation that the Parliament will discuss at its autumn session a draft bill relating to list-based voting which is aimed at the introduction of a 50 per cent male/female quota for local and national list-based elections, the Committee is concerned about the continuing underrepresentation of women in public and political life and in decision-making positions, including in Parliament, government ministries and local government, as well as in **diplomacy**. The Committee is also concerned about the low number of women professors among academic staff.

Indonesia (2007)¹⁰⁵

282. The Committee expresses concern about the low level of representation of women in public and political life and in decision-making positions in Indonesia, including in the **foreign service**, the judiciary, regional and local government and the educational and private sectors.

283. The Committee urges the State party to strengthen the 30 per cent quota system for women candidates in the Law on General Elections by making this quota a mandatory requirement and imposing sanctions and enforcement mechanisms to ensure that it is followed. It also encourages the State party to implement and strengthen the application of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and with the Committee's general recommendations 23 and 25, in order to accelerate women's full and equal participation with men in all sectors and at all levels of decision-making in public, political and economic life, including in the **foreign service**, the judiciary, regional and local government and the educational and private sectors.

Kazakhstan (2007)¹⁰⁶

84. While noting the proposal for quotas aimed at having no less than 30 per cent of women in political institutions, which the delegation stated was included in the draft law on equal rights and equal opportunities, the Committee is concerned about the continuing underrepresentation of women in public and political life and in decision-making positions, including in Parliament, local representative bodies, the executive bodies of the Government and local government, as well as in **diplomacy**.

85. The Committee encourages the State party to speedily adopt and implement the proposal aimed at having at least 30 per cent of women in political institutions, and to take other sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendations 25 and 23, to accelerate women's full and equal participation in elected and appointed bodies, **including at the international level**. Such measures should include establishing of benchmarks, numerical goals and timetables, conducting training programmes on leadership and negotiation skills for current and future women leaders, as well as regular monitoring of progress made and results achieved. It further urges the State party to undertake campaigns to raise awareness about the importance of women's participation in public and political life and at decision-making levels.

Korea, Republic of (2007)¹⁰⁷

23. While noting the adoption of laws and plans to increase women's participation in public and political life, such as the Political Party Act and the five-year plan for expansion of women managers in public positions, the Committee is concerned that women continue to be underrepresented in politics, especially in decision-making in many areas, including in the National Assembly, in the Government at all levels, the judiciary, the **foreign service**, academia and the private sector.

¹⁰⁴ Sixth periodic report, July 31, 2007, Hungary, CEDAW/C/HUN/6, A/62/38, p. 324, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/415/16/PDF/N0741516.pdf?OpenElement>.

¹⁰⁵ Fourth and fifth periodic report, Indonesia, July 27, 2007, Indonesia, CEDAW/C/IDN/4-5, A/62/38.

¹⁰⁶ Second periodic report, Kazakhstan, February 2, 2007, [Etpu\(eco.net\)](http://Etpu(eco.net)).

¹⁰⁷ Concluding comments on the fifth and sixth periodic reports of the Republic of Korea, August 10, 2007, CEDAW/C/KOR/CO/6, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FKOR%2FCO%2F6&Lang=en

24. The Committee encourages the State party to intensify its efforts and to take sustained measures, including further temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, in order to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public life, including in academia and the private sector. It also recommends that the State party expand its current training programmes on leadership and negotiation skills for current and future women leaders. It further recommends the State party continue its efforts to raise awareness of the importance of women's full and equal participation in decision-making at all levels for society as a whole.

Liechtenstein (2007)¹⁰⁸

17. The Committee [] is also concerned that women remain underrepresented in senior positions within the public administration, **including the diplomatic service**, the judiciary and educational institutions, as well as the private sector, thus limiting women's participation in decision-making processes in all areas.

18. The Committee encourages the State party to intensify its efforts to strengthen women's representation in leadership roles and in decision-making positions in political bodies, including Parliament, municipal councils, commissions and advisory councils, in public administration, **including the diplomatic service**, and in the private sector.

Maldives (2007)¹⁰⁹

228. The Committee expresses concern at how very few women have been elected to the People's Majilis and how few are represented in decision-making positions in Government, on public boards of directors and public commissions and at high levels of the administration. It is also concerned that there are no women atoll chiefs and that women are underrepresented **at the international level**. The Committee is of the view that the weak position of women in decision-making in Maldives is exacerbated by the fact that women are barred from standing for the office of President or Vice-President, sending a negative signal about the role of women in public and political life.

229. The Committee requests the State party to undertake effective measures to progressively increase the number of women in decision-making positions, in accordance with its general recommendation 23 on women in political and public life and **at the international level**. It also requests the State party to introduce temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 on temporary special measures, and establish concrete goals and timetables to accelerate women's full and equal participation in public and political life.

Mauritania (2007)¹¹⁰

34. The Committee notes the State party's insufficient understanding of the purpose of, and need for temporary special measures in accordance with article 4, paragraph 1, of the Convention. The Committee is concerned about the absence of women in the judiciary and the limited participation of women in public administration, especially at decision-making levels.

35. 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 25, as part of a necessary strategy towards the accelerated achievement of substantive equality for women, especially in the judiciary and the civil service, including the foreign service. It requests that the Government include information on the use of such temporary special measures, in relation to the various provisions of the Convention, and the impact of such measures, in its next periodic report. The Committee recommends that the commitment made by the candidates to the Presidency, in the charter for the

¹⁰⁸ Concluding observations on the second and third periodic reports of Liechtenstein, August 10, 2007, CEDAW/C/LIE/CO/3, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FLIE%2FCO%2F3&Lang=en

¹⁰⁹ Second and third periodic reports Maldives, February 2, 2007, [Etpu \(un.org\)](https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMRT%2FCO%2F1&Lang=es).

¹¹⁰ Concluding comments on the initial periodic report of Mauritania, June 11, 2007, CEDAW/C/MRT/CO/1, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMRT%2FCO%2F1&Lang=es

promotion of women, to establish a minimum quota of 20 per cent of women in decision-making posts in the public administration be fully implemented by the State party.

Mozambique (2007)¹¹¹

183. While acknowledging the significant presence of women in political decision-making posts, the Committee notes that the same level of progress has not been achieved and that obstacles to the advancement of women still remain in other areas of public and professional life, including in the realms of **diplomacy**, the judiciary and public administration, mainly at senior levels.

Netherlands (2007)¹¹²

338. The Committee reiterates its concern regarding the low presence of women in high-ranking posts in all public sectors, including **at the international level**, in academia, and in the private and business sectors. It is concerned by the low presence of women in elected bodies at the provincial and local levels. The Committee expresses its concern that there are no statistics on the number of immigrant, refugee and minority women in decision-making positions. The Committee is concerned that the State party did not provide any information on and does not support the adoption of quotas to accelerate the achievement of women's full and equal participation in public life and in decision-making bodies, including of immigrant, refugee and minority women.

Poland (2007)¹¹³

15. The Committee encourages the State party to take sustained measures to accelerate women's full and equal participation in elected and appointed positions, including at the municipal and national levels, senior levels of the judiciary, higher level courts and in international representation. Such measures should include: the adoption of temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25; the establishment of benchmarks, numerical goals and timetables; the conduct of training programmes on leadership and negotiation skills for current and future women leaders; and regular monitoring of progress made and results achieved. It further urges the State party to undertake awareness-raising campaigns on the importance of women's participation in public and political life and in decision-making.

Singapore (2007)¹¹⁴

19. While noting the progress made in the representation of women in Parliament, the Committee is concerned that the proportion of women parliamentarians is still low, especially given Singaporean women's educational achievements and competence. While noting the State party's use of a "principle of gender-neutral meritocracy" in its nomination, selection and promotion procedures, the Committee is also concerned that there are still no women ministers in the Cabinet, and that women continue to be underrepresented at senior levels within the public administration, including **the diplomatic service**, the judiciary and educational institutions, as well as the private sector, thus limiting women's equal participation in decision-making processes in all areas.

¹¹¹ Initial and second report, Mozambique, May 23, 2007, A/62/38.

¹¹² Fourth periodic report, Netherlands, January 24, 2007, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N05/236/02/PDF/N0523602.pdf?OpenElement>.

¹¹³ Concluding observations on the combined fourth and fifth periodic reports, and the sixth periodic report of Poland, February 2, 2007, CEDAW/C/POL/CO/6, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FPOL%2F4-5&Lang=en

¹¹⁴ Concluding observations on the third periodic report of Singapore, August 10, 2007, CEDAW/C/SGP/CO/3, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSGP%2FCO%2F3&Lang=en

Suriname (2007)¹¹⁵

25. While noting the increase in the representation of women in the National Assembly, from 17.6 per cent in 2000 to 25 per cent in 2005, the Committee is concerned about the continuing underrepresentation of women in public and political life and in decision-making positions, including in the National Assembly, the Government, **diplomatic services** and regional and local/municipal bodies.

26. The Committee encourages the State party to take sustained measures, including temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendations 23 and 25 **to accelerate women's full and equal participation in elected and appointed bodies, including at the international level**. Such measures should extend to indigenous and other racial minority women and include: establishing benchmarks, numerical goals and timetables; conducting training programmes on leadership and negotiation skills for current and future women leaders; and regular monitoring of progress made and results achieved. It further urges the State party to undertake awareness-raising campaigns about the importance of women's participation in public and political life and at decision-making levels for society as a whole.

Tanzania, United Republic of (2007)¹¹⁶

125. While acknowledging the significant increase in the number of women in Parliament, the Committee notes that the same level of progress has not been achieved and that obstacles to the advancement of women still remain in other areas of public and professional life, including in the realms of the Government, **diplomacy**, the judiciary and public administration, mainly at senior levels.

Vanuatu (2007)¹¹⁷

26. 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.

¹¹⁵ Concluding comments on the third periodic report of Suriname, February 2, 2007, CEDAW/C/SUR/CO/3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N07/243/68/PDF/N0724368.pdf?OpenElement>

¹¹⁶ Fourth, fifth and sixth periodic report, United Republic of Tanzania, April 16, 2007, [Etpu \(un.org\)](http://Etpu.un.org).

¹¹⁷ Concluding observations on the initial, second and third periodic reports of Vanuatu, June 11, 2007, CEDAW/C/VUT/CO/3, <https://digitallibrary.un.org/record/620847?ln=en>

2008

Burundi (2008)¹¹⁸

114. The Committee considered the combined second, third and fourth periodic report of Burundi (CEDAW/C/BDI/4) at its 813th and 814th meetings, on 16 January 2008 (see CEDAW/C/SR.813 and 814). The Committee's list of issues and questions is contained in document CEDAW/C/BDI/Q/4 and the responses of the Government of Burundi are contained in document CEDAW/C/BDI/Q/4/Add.1.

132. While noting with satisfaction that the Constitution of Burundi introduces a 30 per cent quota for women in Parliament and the recent appointment of 30 per cent of women in the Government, the Committee is concerned at the fact that the quota is applied as a ceiling. It regrets the absence of other temporary special measures in many areas, in particular education and the judicial system and at the local and international levels.

133. The Committee recommends that the State party ensure the implementation of the provision of the Constitution guaranteeing a quota of "at least 30 per cent" for women. 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 strategy to accelerate the achievement of substantive equality between men and women, in particular in education, the judicial system and international affairs and at the local level.

Canada (2008)¹¹⁹

36. The Committee urges the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to accelerate an increase in the representation of women in elected and appointed bodies in all areas of public life, with a particular focus on high-level posts in the foreign civil service.

Finland (2008)¹²⁰

21. While welcoming the increase in the number of women board directors in State-owned or partly State-owned companies as a result of the measures contained in the National Action Plan to Implement Equality, the Committee remains concerned at the low percentage of women in high-ranking positions, in particular in the private sector, academia and the **diplomatic service**. It notes the lack of statistics on the participation of migrant and minority women in political and public life and in academia.

22. 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 **diplomatic service**, in its next periodic report.

Iceland (2008)¹²¹

226. The Committee remains concerned at the low percentage of women in high-ranking posts, in particular in **diplomacy** and the judiciary. While noting that women are the majority of university-educated professionals, it is concerned at the low number of women in academia, where their presence declines as they move up the professional academic ladder, so that they currently hold only 18 per cent of professorships in the University of Iceland, while they represent 32 per cent of associate professors and 54 per cent of instructors. The Committee is also concerned at the low representation of women in top

¹¹⁸ Second, third and fourth periodic report, Burundi 2008, CEDAW/C/BDI/4.

¹¹⁹ Sixth and seventh periodic reports, Canada, November 7, 2008, CEDAW/C/CAN/CO/7, [Microsoft Word - CEDAW C CAN CO 7 E \(ohchr.org\)](#).

¹²⁰ Draft concluding observations on the combined fifth and sixth periodic reports of Finland, July 15, 2008, CEDAW/C/FIN/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/423/24/PDF/N0842324.pdf?OpenElement>

¹²¹ Fifth and sixth periodic reports, Iceland, July 8, 2008, <https://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.ICE.CO.6.pdf>.

management positions, with only 18 per cent of women as managing directors in 2004 and on boards of private companies and only 22 per cent of women as chairpersons of such boards in 2004.

Kyrgyzstan (2008)¹²²

33. While noting the progress made in relation to the representation of women in the Parliament, as well as the requirement that the maximum limit for same-sex auditors in the Auditing Chamber cannot exceed 70 per cent, the Committee is concerned about the **continuing general underrepresentation of women in public and political life, in particular women in decision-making positions, including at the highest level in political parties, local representative bodies, the executive bodies of the Government and local government, as well as in diplomacy.**

34. The Committee invites the State party to introduce measures, including **temporary special measures** in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendations 23 and 25, to **accelerate women's full and equal participation in elected and appointed bodies, including at the international level.** Such measures should include **timebound numerical goals, conducting training programmes on leadership and negotiation skills for current and future women leaders, as well as regular monitoring of the progress made and the results achieved.** It also recommends that the State party draw this matter to the attention of political parties. It further urges the State party to implement campaigns to raise awareness about the importance of women's participation in public and political life and at decision-making levels.

Luxembourg (2008)¹²³

285. While noting the progress made with regard to the presence of women in Parliament and in municipal elected bodies, the Committee expresses concern that women remain **underrepresented in these bodies and progress made in representation of women in political life has been slow.** The Committee is also concerned that **fewer women were appointed to serve as ministers in the 2004 Government and very few women hold positions at the highest level in diplomacy.** The Committee is further concerned at the **generally low number of women working in public administration and in particular at the low number of women holding high-ranking posts in the public sectors.** The Committee expresses concern about the **lack of information on the presence of immigrant women in decision-making positions** in a country where immigrants account for about 40 per cent of the population.

Madagascar (2008)¹²⁴

22. While welcoming recent progress, notably in the judiciary and the **diplomatic service, the Committee is concerned about the low level of participation of women in public and political life and in decision-making,** and the lack of concrete steps taken to address the underlying causes, including prevailing social and cultural attitudes.

Mongolia (2008)¹²⁵

29. The Committee is concerned at the low and declining rate of representation of women in decision-making positions in all spheres, particularly in Parliament (3.9 per cent, as compared to 6.6 per cent in 2006 and 11.8 per cent in 2000) and at the top-level decision-making positions (5.2 per cent in 2006 and 9.4 per cent in 2002) as well as in the public and private sectors.

30. The Committee urges the State party to introduce in its **legislation temporary special measures, in accordance with article 4, paragraph 1, of the Convention and general recommendations 23**

¹²² Third periodic report, Kyrgyzstan, November 7, 2008, CEDAW/C/KGZ/CO/3, [Microsoft Word - CEDAW C KGZ CO 3 E \(ohchr.org\)](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/602/89/PDF/N0860289.pdf?OpenElement).

¹²³ Fifth periodic report, Luxembourg, 23 January 2008, CEDAW/C/LUX/5.

¹²⁴ Concluding observations on the combined second to fifth periodic reports of Madagascar, November 7, 2008, CEDAW/C/MDG/CO/5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/602/89/PDF/N0860289.pdf?OpenElement>

¹²⁵ Concluding observations on the combined fifth, sixth and seventh periodic reports of Mongolia, November 7, 2008, CEDAW/C/MNG/CO/7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N08/602/98/PDF/N0860298.pdf?OpenElement>

and 25, to increase the representation of women at all levels and spheres of politics, especially in decision-making positions. The Committee requests the State party to **provide in its next report detailed information and statistical data** on women's representation, particularly in decision-making positions, in various areas of public life, including in law enforcement, the judiciary and **the diplomatic service**.

Myanmar (2008)¹²⁶

28. While noting that the majority of university graduates are women, the Committee is concerned at the very low rate of participation of women in all areas of public, political and professional life, including in the National Assembly and the realms of government, **diplomacy**, the judiciary, the military and public administration, especially at senior levels.

29. The Committee recommends that the State party pursue sustained policies aimed at the promotion of women's full and equal participation in decision making in all areas of public, political and professional life. It recommends that the State party fully utilize general recommendation 23, concerning women in public life, and calls upon the State party to further adopt, wherever necessary, 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. **This includes women in international and diplomatic positions of responsibility, beyond attending international meetings.**

Nigeria (2008)¹²⁷

330. Recalling its concluding observations of 2004, and while noting the efforts made to increase the number of women in both elective and appointed positions in public office, in the **diplomatic service and in international organizations**, the Committee is concerned that women continue to be seriously underrepresented in political and public life, especially in leadership and decision-making positions.

United Kingdom of Great Britain and Northern Ireland (2008)¹²⁸

284. While noting the efforts made to increase the number of women in both elective and appointed positions in public office, **the diplomatic service and international organizations**, the Committee is concerned that women continue to be underrepresented in political and public life, especially in leadership and decision-making positions.

Yemen (2008)¹²⁹

371. The Committee is concerned about the **very low rate of representation of women in decision-making positions in all spheres**, in particular in Parliament (0.3 per cent), the Government (1.82 per cent of commissioned ministers) and the judiciary (1.65 per cent), as well as in the public and private sectors, including in the public administration, **the foreign service** and academia.

372. The Committee urges that the State party take effective and sustained legal measures, including temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, to increase the representation of women at all levels and spheres of politics, especially in decision-making positions.

¹²⁶ Concluding observations on the combined second and third periodic reports of Myanmar, November 7, 2008, CEDAW/C/MMR/CO/3, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FMMR%2FCO%2F3&Lang=es

¹²⁷ Concluding observations on the sixth periodic report of Nigeria, July 8, 2008, CEDAW/C/NGA/CO/6, <https://www2.ohchr.org/english/bodies/cedaw/docs/co/cedaw-c-nga-co-6.pdf>

¹²⁸ Concluding observations on the combined fifth and sixth periodic reports of the United Kingdom of Great Britain and Northern Ireland, July 10, 2008, CEDAW/C/UK/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N09/555/92/PDF/N0955592.pdf?OpenElement>

¹²⁹ Draft for adoption. Concluding observations on the sixth periodic report of Yemen, July 8, 2008, CEDAW/C/YEM/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FYEM%2FCO%2F6&Lang=es

2009

Armenia (2009)¹³⁰

28. The Committee remains concerned at women's **very low participation in political and public life**, especially with respect to their representation in decision-making bodies, including the National Assembly, the Government, **the diplomatic services**, regional and local municipalities and the high level of judiciary. The Committee also notes with concern incidents of violence against women journalists and particularly women who are active during electoral campaigns, especially as such violence discourages women from participating actively in public life.

29. The Committee requests the State party to implement national awareness raising campaigns about the importance of women's participation in public and political life, specifically in rural areas. It urges the State party to increase women's representation in political and public life, **including at the international level**. The Committee encourages the State party to review the use of temporary measures according to article 4, paragraph 1, of the Convention and in the Committee's general recommendations Nos. 25 and 23. The application of such measures to increase women's political representation should include the establishment of benchmarks with timetables or increased quotas.

Azerbaijan (2009)¹³¹

27. While noting the organization of meetings and seminars aimed at improving the participation of women in politics, the Committee is concerned that these may not be sufficient to bring a significant change in the proportion of women putting themselves forward as candidates for the upcoming 2009 municipal elections and the 2010 national parliamentary elections. The Committee remains concerned about the very low participation of women in political and public life, especially their severe underrepresentation in decision-making bodies, including the Parliament, the Government, **the diplomatic service**, regional and local municipalities and the higher level of the judiciary. The Committee regrets the absence of temporary special measures to increase women's participation in political and public life.

Bhutan (2009)¹³²

17. While taking due note of the fact that 54.2 per cent of the voters at the last elections were women, the Committee is concerned at the low rate of representation of women at all levels of public and political life, particularly at a time when society is undergoing significant transformation. The Committee is especially concerned at the low level of participation of women in decision-making bodies, including Parliament (13.88 per cent), the Government and **the diplomatic service**, and at the regional and local levels, and that the rate of participation has, in some cases, decreased in recent years.

18. The Committee requests that the State party implement, as a matter of urgency, sustained policies aimed at the promotion of women's full, active and equal participation in decision-making in all areas of public and political life.

¹³⁰ Concluding observations on the combined third and fourth periodic reports of Armenia, February 2, 2009, CEDAW/C/ARM/CO/4/Rev.1, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N09/229/31/PDF/N0922931.pdf?OpenElement>

¹³¹ Concluding observations on the fourth periodic report of Azerbaijan, August 7, 2009, CEDAW/C/AZE/CO/4, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolNo=CEDAW%2FC%2FAZE%2FCO%2F4&Lang=en

¹³² Concluding observations on the seventh periodic report of Bhutan, August 7, 2009, CEDAW/C/BTN/CO/7, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolNo=CEDAW%2FC%2FBTN%2FCO%2F7&Lang=en

Cameroon (2009)¹³³

Political participation and participation in public life

32. The Committee welcomes the **increase in the representation of women in decision-making positions and commends the State party's efforts to involve women at the organizational level of elections.** However, it expresses concern that the **rate of representation of women in these positions is low** as compared to that of men. It is also concerned about the **lack of women's representation at the international level and regrets that there are still many prejudices against promoting women in this regard, generally based on their alleged unavailability.**

33. The Committee requests the State party to undertake national **awareness raising campaigns** about the importance of women's participation in public and political life, particularly in rural areas. It calls upon the State party to step up its efforts to increase the participation of women **in decision-making positions as well as in the public life** of the country. It also recommends that the State party **promote gender equality** among political parties and strengthen efforts to increase women's participation in political and public life, including at the international level. The Committee encourages the State party to review the use of temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, recommending that the application of such measures to increase women's political representation include the establishment of benchmarks with timetables or increased quotas.

Germany (2009)¹³⁴

31. The Committee expresses further concern at the **low percentage of women in high-ranking posts in the diplomatic service**, the justice system and academia, where the presence of women as they move up the academic ladder has been declining and where in 2007 they held only 16.2 percent of professorships.

32. The Committee recommends the **adoption of proactive measures** to encourage more women to **apply for high-ranking posts**, particularly in academia, and encourages the State party to adopt temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, in order to **accelerate the realization of women's de facto equality** with men in all areas.

Japan (2009)¹³⁵

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**. 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.

¹³³ Concluding observations on the second and third periodic reports of Cameroon, February 10, 2009, CEDAW/C/CMR/CO/3 https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCMR%2FCO%2F3&Lang=en

¹³⁴ Concluding observations on the sixth periodic report of Germany, February 12, 2009, CEDAW/C/DEU/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N09/236/50/PDF/N0923650.pdf?OpenElement>

¹³⁵ Concluding observations on the sixth periodic report of Japan, August 7, 2009, CEDAW/C/JPN/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FJPN%2FCO%2F6&Lang=en

Lao People's Democratic Republic (2009)¹³⁶

31. While noting the recent establishment of the Women Parliamentary Group and the continued increase in the number of women in the National Assembly, the Committee is concerned at the very low participation of women in all areas of public, political and professional life, including in the realms of the Government, **diplomacy** and public administration, mainly at senior levels. It is also concerned at the lack of information about the representation of women in the judiciary, police and the military areas..

Switzerland (2009)¹³⁷

33. The Committee notes certain measures taken by the State party to increase the representation and participation of women in political and public decision-making, such as a mentoring project for young women and recommendations to media professionals to promote more egalitarian coverage of male and female candidates prior to federal elections. The Committee is also concerned that women continue to be significantly underrepresented, particularly in leadership and decision-making positions, in both elected and appointed positions in public office, in political parties, **in the diplomatic service** and in the judiciary.

34. The Committee reiterates its previous concluding observations of 2003 and urges the State party to take sustained legal and other measures, with benchmarks and concrete timetables, to increase the representation of women in elected and appointed positions in public life, in political parties, **in the diplomatic service** and in the judiciary in line with its general recommendation 23. It recommends that the State party introduce temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25 with the aim of achieving balanced representation of women and men.

Tuvalu (2009)¹³⁸

35. [The Committee] is also concerned by **the low levels of participation of women in public and political life**, especially at the highest levels of decision-making, local government, including the decision-making bodies (Falekaupule) and island councils (Kaupules), the judiciary, the corporate sector and statutory boards, **the international civil service**, and in religious life. It is also concerned that prevailing social and cultural attitudes constitute barriers to women's full participation in all spheres of public life.

36. The Committee urges the State party to take all appropriate measures to increase the number of women in elected and appointed office at all levels, including in **the diplomatic service**, so as to comply with article 7 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 recommendation No. 23 on women in political and public life and general recommendation No. 25 on temporary special measures, and to **establish concrete goals and timetables** in order to accelerate the increase in the representation of women in all spheres of public life.

¹³⁶ Sixth and seventh periodic report, Lao People's Democratic Republic, August 7, 2009, CEDAW/C/LAO/CO/7, [Microsoft Word - CEDAW C LAO C 7 E.doc \(ohchr.org\)](#).

¹³⁷ Concluding observations on the third periodic report of Switzerland, August 7, 2009, CEDAW/C/CHE/CO/3, https://digitalibrary.un.org/record/834127?ln=zh_CN

¹³⁸ Concluding observations on the combined initial and second report of Tuvalu, August 7, 2009, CEDAW/C/TUV/CO/2, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N09/460/74/PDF/N0946074.pdf?OpenElement>

2010

Albania (2010)¹³⁹

23. The Committee calls on the State party to strengthen the use of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, in areas in which women are underrepresented or disadvantaged, including through the allocation of additional resources where needed, in order to accelerate the achievement of de facto or substantive gender equality in areas covered by the Convention, such as participation in political and public decision-making, including in the civil and **diplomatic service**, in the judiciary and the executive branch, and in the education and employment sectors.

Burkina Faso (2010)¹⁴⁰

30. The Committee reiterates its recommendation to the State party that it fully utilize general recommendation No. 23 (1997) concerning women in political and public life, including to develop guidelines for the application of the provisions of the Law on the Quota in the upcoming elections, with a view to accelerating the full and equal participation of women in public and political life. It calls upon the State party to establish concrete goals and timetables to accelerate women's equal participation in public and political life at all levels and in international representation and that it endeavour to create the necessary conditions for the achievement of such goals. It also calls on the State party to highlight the importance to society as a whole of women's full and equal participation in leadership positions. The Committee requests that the State party include in its next report disaggregated data on the participation trends of women in decision making including in **diplomacy**.

Czech Republic (2010)¹⁴¹

26. The Committee remains **concerned that women, in particular Roma women, continue to be significantly underrepresented at all levels of decision-making**, including in both chambers of Parliament, regional and local assemblies, the Government, **especially at the levels of minister and vice-minister, in posts of mayor and ambassador and in other senior positions in the public administration and the diplomatic service, and in managerial positions in companies owned or controlled by the State party.**

27. The Committee reiterates its recommendation that the State party take effective measures, including temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, and **set concrete goals, targets and time frames to increase the representation of women, including Roma women, in legislative assemblies, the Government and the public administration, especially at senior levels.**

Malta (2010)¹⁴²

28. While noting an increase in the representation of women at the level of the Local Councils with 19.8 per cent of women, the Committee remains deeply concerned that Maltese women are still underrepresented in the National Parliament (8.7 per cent in 2008) and are **absent in the European Parliament**. It is also concerned that women remain underrepresented in senior positions within the

¹³⁹ Third periodic report, Albania, September 16, 2010, CEDAW/C/ALB/CO/3, [Etpu \(ohchr.org\)](http://www.ohchr.org/Etpu).

¹⁴⁰ Concluding observations on the sixth periodic report of Burkina Faso, November 5, 2010, CEDAW/C/BFA/CO/6, p. 4, <https://www.ohchr.org/en/documents/concluding-observations/cedawcbfaco6-concluding-observations>

¹⁴¹ Concluding observations on the combined fourth and fifth periodic report of the Czech Republic, November 10, 2010, CEDAW/C/CZE/CO/5, p. 4, <https://www.ohchr.org/en/documents/concluding-observations/cedawcczeco5-concluding-observations-committee-elimination>

¹⁴² Concluding observations on the fourth periodic report of Malta, November 9, 2010, CEDAW/C/MLT/CO/4, p. 4, <https://www.ohchr.org/en/documents/concluding-observations/cedawcmltco4-concluding-observations-committee-elimination>

public administration, including **the diplomatic service** and the judiciary, as well as the private sector, thus limiting women's participation in decision-making processes in all areas.

29. The Committee urges the State party to intensify its efforts to **strengthen women's representation in leadership roles and in decision-making** positions in political bodies, including Parliament and local councils, in public administration, including **the diplomatic service**, and in the private sector. The Committee recommends that the State party take measures, in particular temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 and general recommendation No. 23 (1997) on women in political and public life, so as to accelerate the achievement of women's full and equal participation at all levels and in all areas.

Netherlands (2010)¹⁴³

32. The Committee, while noting the **rather strong representation of women in Parliament** and in the Government of the Netherlands, is **concerned about the very low representation of women in municipal councils and local and provincial governments as well as in high-ranking posts, especially in the diplomatic service and in the security and defence sectors.** The Committee further regrets that the adoption of quotas in political life that would aim at gender balance is still not envisaged.

33. The Committee calls upon all the governments of the State party to **accelerate their efforts to achieve equal representation in their elected bodies** and, with that aim, to **adopt temporary special measures**, in accordance with article 4, paragraph 1, of the Convention and general recommendation No. 25, in **particular quotas, numerical goals and measurable targets aimed at increasing the participation of women**, including migrant and minority women in political and public decision-making at all levels, in security and defence sectors, **as well as the representation of women in the diplomatic service and international organizations.**

Russian Federation (2010)¹⁴⁴

30. The Committee notes the measures taken by the State party to enhance women's participation in political and public life, including amendments to its electoral laws. The Committee is concerned, however, that the number of women in federal legislative bodies is at present insignificant and that women constitute only a small percentage of the national reserve of high-potential administrative personnel. The Committee also expresses its concern about the continuing underrepresentation of women in public, political and professional life, including in **diplomacy** and as university professors, and in decision-making positions, including in senior management.

Turkey (2010)¹⁴⁵

28. Recalling its previous concluding observations of 2005, the Committee is concerned that women continue to be **seriously underrepresented in political and public life, including in academia, the Foreign Service and the judiciary, especially in leadership and decision-making positions.** The Committee notes that **since women acquired the right to vote and to be elected in 1934, women's representation in the Parliament has only increased from 4.6 per cent to its current level of 9.1 per cent.** The Committee is also concerned about **the absence of temporary special measures, such as quotas**, to increase women's representation in political and public life and notes that there are no legal provisions or binding regulations for their application.

29. In line with its previous concluding observations of 2005, the Committee calls on the State party to **take measures, with benchmarks and concrete timetables**, to increase the number of women in political and public life, at all levels and in all areas, in light of its general recommendation No. 23. It also recommends that the State party introduce temporary special measures, including quotas, in accordance

¹⁴³ Concluding observations on the fifth periodic reports of the Netherlands, February 5, 2010, CEDAW/C/NLD/CO/5, <https://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-NLD-CO-5.pdf>

¹⁴⁴ Sixth and seventh report, Russian Federation, August 16, 2010, CEDAW/C/USR/CO/7, [Etpu \(un.org\)](http://Etpu.un.org).

¹⁴⁵ Concluding observations on the sixth periodic report of Turkey, August 16, 2010, CEDAW/C/TUR/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N10/485/60/PDF/N1048560.pdf?OpenElement>

with article 4, paragraph 1, of the Convention and its general recommendation No. 25, to strengthen its efforts to promote women to positions of leadership.

Tunisia (2010)¹⁴⁶

36. The Committee notes with appreciation the positive measures taken by the party currently in power to establish, for the previous legislative and municipal elections, **a minimum proportion of 30 per cent of women candidates**. The Committee regrets, however, that these **quotas do not apply to all political parties**. Furthermore, the Committee regrets the slow pace of progress in the **representation of women in high-level elected and appointed bodies, including as high-ranking officials within executive bodies of Government, judiciary and civil and diplomatic services, and within local government bodies**.

37. The Committee recommends that the State party **pursue sustained policies aimed at the promotion of the full and equal participation of women in decision-making in all areas of public, political and professional life**. The Committee recommends that the State party **implement awareness-raising activities** on the importance of the participation of women in **decision-making** for society as a whole and **develop targeted training and mentoring programmes** for women candidates and women elected to public office, as well as programmes on **leadership and negotiation skills** for current and future women leaders. Furthermore, the Committee requests the State party to **monitor developments** with regard to women's participation in trade unions and top management positions with a view to supporting further participation in these sectors through legislative or policy initiatives and to provide information on results achieved, **including relevant disaggregated statistical data**.

Uganda (2010)¹⁴⁷

29. While acknowledging the significant increase in the number of women in Parliament and politics in general as a result, inter alia, of temporary special measures in accordance with article 4, paragraph 1, of the Convention, the Committee notes that the same level of progress has not been achieved and that obstacles to the advancement of women still remain, mainly at senior levels, in other areas of public and professional life and with regard to decision-making positions, including in the fields of Government, local government, **diplomacy**, the judiciary and public administration.

30. The Committee recommends that the State party pursue sustained policies aimed at the promotion of women's full and equal participation in decision-making as a democratic requirement in all areas of public, political and professional life.

Ukraine (2010)¹⁴⁸

32. While recognizing the improvement in the number of women elected to office in local government and in the **diplomatic service**, the Committee reiterates the concern expressed in its previous concluding observations of 2002 about the underrepresentation of women in high-level elected and appointed bodies, including as members of Parliament, of which women represent only 8 per cent.

33. The Committee urges the State party to take measures to increase the representation of women in elected and appointed bodies through, inter alia, the implementation of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, in order to realize women's right to equal participation in all areas of public life, particularly at high levels of decision-making.

¹⁴⁶ Concluding observations on the fifth and sixth periodic reports of Tunisia, November 5, 2010, CEDAW/C/TUN/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FTUN%2FCO%2F6&Lang=en

¹⁴⁷ Concluding observations on the combined fourth to seventh periodic reports of Uganda, November 5, 2010, CEDAW/C/UGA/CO/7, <https://www.ohchr.org/en/documents/concluding-observations/cedawcugaco7-concluding-observations-committee-elimination>

¹⁴⁸ Concluding observations on the combined sixth and seventh periodic reports of Ukraine, February 5, 2010, CEDAW/C/UKR/CO/7, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FUKR%2FCO%2F7&Lang=en

2011

Paraguay (2011)¹⁴⁹

24. The Committee is concerned that the **presence and participation of women in the political and public life** of the country remains very limited, despite a small increase in the representation of women in the Foreign Service. The Committee is concerned about the lack of awareness and rejection of temporary special measures to accelerate the achievement of women's equality. The Committee is also concerned at the lack of monitoring mechanisms regarding the implementation of the weak and limited temporary special measures so far adopted on the participation of women in political and public life.

25. The Committee recommends that the State party:

- (a) Increase women's representation in political and public life, **including at the international level**;
- (b) **Review the use of temporary special measures** according to article 4(1) of the Convention and in view of the Committee's general recommendations No. 25 (2004), and No. 23 (1997) on women in political and public life; and
- (c) **Include in the application of such measures the establishment of benchmarks with timetables and increased quotas** with the aim of increasing women's political representation.

Belarus (2011)¹⁵⁰

23. While acknowledging the further increase in the representation of women in the National Assembly and in local government councils, the Committee reiterates its concern that **women continue to be under-represented in senior positions in the government, the judiciary and the diplomatic service**. In this regard, the Committee notes that only one out of 24 Ministers of the current Government is a woman, and that there are no women among the regional governors. It expresses concern that **systematic barriers, such as lack of time and money, biased attitudes towards female politicians, lack of media representation and exclusion from male political networks, prevent women from equal participation** in political life. The Committee also notes with concern reports that no independent or opposition women candidates were elected to the House of Representatives in 2008 and that **gender equality issues were poorly addressed in the electoral platforms of women candidates**.

Liechtenstein (2011)¹⁵¹

28. The Committee remains concerned that women continue to be significantly underrepresented in Parliament, municipal councils, government, national commissions and advisory councils and senior positions in the public administration, including in the **diplomatic service**. It is also concerned that there are currently no women mayors and that there is no special committee of Parliament dealing with gender equality. It takes note of the State party's explanation that women are often too burdened with professional and family duties to take part in political life.

Ethiopia (2011)¹⁵²

26. While welcoming the steady increase in the representation of women in the House of Peoples' Representatives, where they currently hold 152 of 547 seats (27.8 per cent), and, to a more limited extent, in regional councils, the Committee notes with concern that no woman opposition candidate was elected

¹⁴⁹ Concluding observations on the sixth periodic report of Paraguay, November 8, 2011, CEDAW/C/PRY/CO/6,

https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolNo=CEDAW%2FC%2FPRY%2FCO%2F6&Lang=en

¹⁵⁰ Seventh periodic report, Belarus, February 4, 2011, CEDAW/C/BLR/CO/7,

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

¹⁵¹ Concluding observations on the fourth periodic report of Liechtenstein, February 8, 2011, CEDAW/C/LIE/CO/4,

<https://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-LIE-CO-4.pdf>

¹⁵² Concluding observations on the combined sixth and seventh periodic reports of Ethiopia, July 27, 2011, CEDAW/C/ETH/CO/6-7,

<https://documents-dds-ny.un.org/doc/UNDOC/GEN/N11/441/67/PDF/N1144167.pdf?OpenElement>

to the House of Peoples' Representatives at the 2010 national elections and that women continue to be underrepresented in senior positions in the Government, the judiciary and the **diplomatic service**.

27. The Committee recommends that the State party:

- (a) **Take affirmative action to increase the percentage of female judges, civil servants and diplomats, in particular in high-level positions;**
- (b) **Provide training on gender equality** to politicians, journalists and decision makers, **especially men**, to enhance the understanding that the full, equal, free and democratic participation of women and men in political and public life is a requirement for the full implementation of the Convention.

Djibouti (2011)¹⁵³

24. [T]he Committee is concerned that women's participation in political and public life remains weak, especially in decision-making positions and in the local administration, as well as in the **diplomatic service**.

25. The Committee recalls its general recommendations No. 23 (1997) on women in political and public life and No. 25 (2004) on temporary special measures, and recommends that the State party:

- (c) **Take affirmative action to increase the number of women diplomats, in particular women ambassadors;**
- (d) Provide **training on gender equality** to politicians, journalists, teachers, and traditional and religious leaders, especially men, to enhance the understanding that full, equal, free and democratic participation of women and men in political and public life is a requirement for the full implementation of the Convention.

Italy (2011)¹⁵⁴

32. The Committee notes a limited increase in the representation of women in the Senate and in the Chamber of Deputies, but it remains deeply concerned that Italian women are still **underrepresented in the National Parliament, at regional levels, in the judiciary, in senior positions within the public administration, and in the diplomatic service, as well as in decision-making in the private sector**, thus limiting women's participation in decision-making processes in all areas.

33. The Committee urges the State party to:

- (a) **intensify its efforts** to strengthen women's representation in **leadership roles and in decision-making positions** in political bodies, including Parliament and regional councils, in the public administration, including in **the diplomatic service**, and in the private sector, and to that end take adequate temporary special measures;
- (b) **take additional to accelerate the achievement of women's full and equal participation in decision making at all levels and in all areas;**

Singapore (2011)¹⁵⁵

27. While welcoming the increase in the number of women in public service, the Committee notes with concern that no women are full ministers in the Cabinet, and women in the State party continue to be underrepresented in decision-making in the Government, the judiciary and the diplomatic service, as well as in the private sector.

28. The Committee recommends that the State party:

- (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

¹⁵³Concluding observations on the combined initial, second and third periodic reports of Djibouti, August 2, 2011, CEDAW/C/DJI/CO/1-3, <https://www.ohchr.org/en/documents/concluding-observations/cedawcdjico1-3-concluding-observations-committee-elimination>

¹⁵⁴Concluding observations on the sixth periodic report of Italy, August 2, 2011, CEDAW/C/ITA/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FITA%2FCO%2F6&Lang=en

¹⁵⁵Concluding observations on the fourth periodic report of Singapore, August 10, 2011, CEDAW/C/SGP/CO/4, p. 7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N11/449/23/PDF/N1144923.pdf?OpenElement>

of the Convention, and adopt temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendations 23 (1997) and 25 (2004) concerning women in political and public life and temporary special measures;

- (b) **Take steps to ensure that women representatives elected to public office are provided with the necessary institutional support and resources;**
- (c) Conduct **awareness-raising** activities for society at large regarding the importance of gender equality and women's participation in decision making, and **develop training and mentoring programmes** for women candidates and women elected to public office as well as programmes on leadership and negotiation skills for current and future women leaders.

Nepal (2011)¹⁵⁶

23. The Committee welcomes the 33 per cent representation of women in the Constituent Assembly. However, it is deeply concerned about the extremely low representation of women, in particular Dalit and indigenous women, in high-level decision-making positions, public service, the judiciary and the diplomatic service; in the National Human Rights Commission; and at the local level.

24. The Committee recommends that:

- (a) The **quota system for women's representation** in the Constituent Assembly be increased in the future Parliament;
- (b) The State party fully utilize the Committee's general recommendation No. 23 and adopt temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, in order to accelerate the full and equal participation of women in public and political life. To this end, the Committee recommends that the State party:
 - i. **Establish concrete goals and timetables** in order to accelerate the increase in the **representation of women, including Dalit and indigenous women, in elected and appointed bodies in all areas of public life from the local level, including the Village Development Committee, to the national and diplomatic levels;**
 - ii. Implement **awareness-raising** activities on the importance of the participation of women in decision-making for society as a whole, and develop **targeted training and mentoring programmes** for women candidates and women elected to public office, and programmes on leadership and negotiation skills for current and future women leaders.

Sultanate of Oman (2011)¹⁵⁷

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;

¹⁵⁶ Concluding observations on the combined fourth and fifth periodic reports of Nepal, August 11, 2011, CEDAW/C/NPL/CO/4-5, p. 6, <https://undocs.org/Home/Mobile?FinalSymbol=CEDAW%2FC%2FNPL%2FCO%2F4-5&Language=E&DeviceType=Desktop&LangRequested=False>

¹⁵⁷ 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

- (c) **Develop training and mentoring programmes** for women candidates and women elected to public office as well as programmes on leadership and negotiation skills for current and future women leaders; and
- (d) **Create and ensure an enabling environment for civil society**, particularly for the specialized women's NGOs.

Chad (2011)¹⁵⁸

26. The Committee acknowledges the information provided by the State party stating that **women represent 21 per cent of the total number of public officers and that women occupy 28 out of the 188 seats in the National Assembly**. It also notes that article 3 of the Electoral Code, as revised in 2007, grants to all Chadians, without discrimination, the right to vote and to be elected. However, the Committee is concerned at the **low level of participation of women in political and public life, especially in decision-making positions** and in the local administration, as well as in the **diplomatic service**. It regrets the **lack of political will to substantially increase the number of women participating in political and public life**, as demonstrated by the **long delay in the adoption of the draft act on quotas for women (1999)**, and by the **lack of temporary special measures** to accelerate de facto equality between men and women with respect to their participation in the political and public life of the State party, in accordance with article 4, paragraph 1, of the Convention. It is further concerned at **the lack of accurate data** on the number of women holding positions at all levels in the public administration, as well as in other areas of public and professional life, including trade unions and the private sector.

27. The Committee recommends that the State party:

- (a) **Prioritize the adoption of the draft act on quotas for women (1999)**, and pursue sustained policies aimed at the promotion of women's full and equal participation in decision-making as a democratic requirement in all areas of public, political and professional life, by utilizing the Committee's general recommendation No. 23 (1997) on women in public life, and by adopting, wherever necessary, temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004), in order to accelerate women's full and equal participation in public and political life;
- (b) **Implement awareness-raising** activities about the importance of women's participation in decision-making for society as a whole, and develop **targeted training** and mentoring programmes for women candidates and women elected to public office as well as programmes on leadership and negotiation skills for current and future women leaders;
- (c) Monitor the effectiveness of measures taken and results achieved, and inform the Committee thereof in its next report.

Kuwait (2011)¹⁵⁹

34. While women have been granted the **right to vote and stood for election in 2005, and four women were subsequently elected to the National Assembly, the Committee expresses its concern that women remain largely underrepresented in public and political life and that the level of women's participation in the Parliament and Government remains very low**. The Committee also notes with concern that the Office of the Public Prosecution does not appoint women to the post of prosecutors and that the High Council of the Judiciary refrains from appointing women as judges. The Committee is also concerned that there are only two women ambassadors in the State party's 82 diplomatic missions abroad.

¹⁵⁸ Concluding observations on the combined initial to fourth periodic reports of Chad, November 4, 2011, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/TCD/CO/1-4&Lang=EnCEDAW/C/TCD/CO/1-4.

¹⁵⁹ Concluding observations on the combined third and fourth periodic reports of Kuwait, November 8, 2011, CEDAW/C/KWT/CO/3-4, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G11/468/36/PDF/G1146836.pdf?OpenElement>

35. The Committee urges the State party to further encourage and facilitate women's representation in Parliament and ministerial positions, and their appointment as prosecutors and judges and at the senior level in the civil service, and to increase the representation of women in the diplomatic service, including as heads of its diplomatic missions abroad.

Mauritius (2011)¹⁶⁰

26. While noting the increase in women's representation in parliament following the general elections in 2010; the 2010 Government's shift in paradigm from a "Women in Development" to a "Gender and Development" approach; the launching of the National Platform on Women in Politics in 2011; and the Government's intention to introduce a Local Government Bill (2011) aimed at ensuring adequate representation of women in local authorities, the Committee remains concerned about women's participation in political and public life and the fact that women continue to be underrepresented in senior positions in government and diplomatic services. In this regard, the Committee notes that only two out of 22 Ministers of the current Government are women. It also notes with concern that systematic barriers continue to impede women's equal participation in political life, such as negative cultural attitudes, doubts about women's leadership capabilities, lack of temporary special measures in the form of quotas for women and lack of capacity-building of potential candidates, limited financial resources, and lack of logistical support for women candidates.

27. The Committee recommends that the State party:

- (a) Pursue sustained policies aimed at the promotion of the full and equal participation of women in decision-making in all areas of public, political and professional life;
- (b) Fully utilize the Committee's general recommendation No. 23 (1997) on women in political and public life and adopt temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004), in order to accelerate the full and equal participation of women in public and political life;
- (c) Step up its efforts in connection with enacting the Local Government Bill under which the State party is invited to secure the participation of women in the electoral process;
- (d) Implement awareness-raising activities on the importance of the participation of women in decision-making for society as a whole and develop targeted training and mentoring programmes for women candidates and women elected to public office; and
- (e) Provide women in parliament and in the public service with the necessary assistance, such as childcare facilities, to enable their full and effective participation in public life.

¹⁶⁰ Concluding observations on the combined sixth and seventh periodic reports of Mauritius, November 8, 2011, CEDAW/C/MUS/CO/6-7, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FMUS%2FCO%2F6-7&Lang=en

2012

Algeria (2012)¹⁶¹

33. The Committee also remains concerned at the **low number of women in the judiciary, in public administration and in the foreign service, including as heads of diplomatic missions abroad**. The Committee is particularly concerned at the low number of specific measures, including temporary special measures, to promote women's representation in public and political life, including the representation of women in directorship and leadership position in public enterprises.

34. The Committee recommends that the State party:

(b) Facilitate further appointment of women as prosecutors, judges and magistrates and at senior levels in the public administration and **foreign service, including as heads of its diplomatic missions abroad**.

Bahamas (2012)¹⁶²

27. While welcoming the presence of women in key positions in the judicial service and the Government and, in particular, **the high proportion of women in the Foreign Service**, the Committee is concerned about the continuing low participation of women in other areas of political and public life.

Bulgaria (2012)¹⁶³

29. While appreciating **women's involvement in electoral activities in the State party, the presence of some women in high-level positions, the high percentage of female judges and the number of women in medium-level decision-making positions within ministries**, the Committee remains concerned that women, in particular Roma women, continue to be underrepresented at the municipal level, in the National Assembly, in high-ranking posts in the diplomatic service and in academic institutions. The Committee is further **concerned by the lack of proactive and sustained measures taken to promote and accelerate an increase in such representation**.

30. The Committee encourages the State party to **accelerate the full and equal participation** of women in public and political life and **increase the number of women in top positions**, including by implementing temporary special measures. It also recommends that the State party provide incentives for political parties to **nominate equal numbers of women and men as candidates**, adopt **electoral rules that guarantee women an equal chance of being elected** and create an enabling environment for political participation of women, including Roma and other disadvantaged groups of women.

Chile (2012)¹⁶⁴

24. While commending the State party's effort to strengthen female political leadership through the **establishment of the "600 women leaders for Chile" Programme**, the Committee is concerned about the low participation of women in Government, in both chambers of Parliament, the diplomatic service and the judiciary, as well as in the function of mayor and municipal councillor. It regrets that the **persistence of patriarchal attitudes and stereotypes and the lack of temporary special measures continue to impede women's participation in Parliament and in decision-making positions at the State and municipal levels, including indigenous women**. Furthermore, the Committee reiterates its

¹⁶¹ Concluding observations on the combined third and fourth periodic reports of Algeria, March 23, 2012, CEDAW/C/DZA/CO/3-4, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FDZA%2FCO%2F3-4&Lang=en

¹⁶² Concluding observations on the combined initial to fourth periodic reports of Bahamas, August 6, 2012, CEDAW/C/BHS/CO/1-5, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FBHS%2FCO%2F1-5&Lang=en

¹⁶³ Concluding observations on the combined fourth, fifth, sixth, and seventh periodic reports of Bulgaria, July 27, 2012, CEDAW/C/BGR/CO/4-7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N12/455/66/PDF/N1245566.pdf?OpenElement>

¹⁶⁴ Concluding observations on the combined fifth and sixth periodic reports of Chile, November 12, 2012, CEDAW/C/CHL/CO/5-6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FCHL%2FCO%2F5-6&Lang=en

concern that the binominal electoral system unfavourably impacts women's political representation (CEDAW/C/CHI/CO/4, para. 14).

Equatorial Guinea (2012)¹⁶⁵

29. While taking note that as a result of the constitutional reform (2011) the State party is committed to adopting **measures to increase the participation of women in political and public life (art. 13.2 Constitution)**, the Committee remains concerned at the low representation of women in politics as well as in key positions in the judiciary and in the public administration, including the foreign service.

New Zealand (2012)¹⁶⁶

28. The Committee notes the high level of participation of women in public life and that the **State party was ranked sixth out of 135 countries in The Global Gender Gap Report for 2011 and fifteenth out of 134 countries for women's representation in Parliament**. Despite this high level of representation of women at the central and local government levels as well as in the Foreign Service, the Committee is **concerned that women continue to be underrepresented in senior management positions and higher positions within the legal profession, especially in the judiciary**, and that there has been a reduction in representation of women public chief executives since the last report of the State party. The Committee notes that while there is cooperation between the Government and the private sector to identify targets for the advancement of women in **decision-making positions**, the targets, goals and time frames set are not sufficient and may be a symptom of regression rather than progress in women's representation.

Samoa (2012)¹⁶⁷

26. The Committee is concerned at the underrepresentation of women at all levels of political and public life, in particular in Parliament, the judiciary, **the diplomatic service** and other decision-making bodies in education, administration and the Cabinet. The Committee is also concerned that systematic barriers such as negative cultural attitudes, lack of an adequate quota system, insufficient capacity-building for potential candidates, limited financial resources and lack of logistical support impede women's equal participation in political life.

Turkmenistan (2012)¹⁶⁸

26. While noting that women in the State party occupy a **few ministerial positions and are well represented in the judiciary**, the Committee is concerned at the underrepresentation of women at all levels of political and public life, in particular in Parliament (17 per cent), Regional People's Councils (16.67 per cent), District and Municipal People's Councils (20.21 per cent) and the **diplomatic service**. The Committee is also concerned that no temporary special measures have been envisaged in order to remedy this situation. The Committee is further concerned that **systematic barriers such as negative cultural attitudes, lack of an adequate quota system, insufficient capacity-building for potential candidates, limited financial resources and lack of logistical support** impede women's equal participation in political life.

27. The Committee calls upon the State party: (a) To consider the **use of temporary special measures** in accordance with article 4, paragraph 1 of the Convention and the Committee's general recommendations Nos. 23 (1997) and 25 (2004) , and to **establish adequate quotas** with the aim of

¹⁶⁵ Concluding observations on the sixth periodic report of Equatorial Guinea, adopted by the Committee at its fifty-third session (1-19 October 2012), November 9, 2012, CEDAW/C/GNQ/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G12/474/27/PDF/G1247427.pdf?OpenElement>

¹⁶⁶ Concluding observations on the seventh periodic report of New Zealand, August 6, 2012, CEDAW/C/NZL/CO/7, p.5, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FNZL%2FCO%2F7&Lang=en

¹⁶⁷ Concluding observations on the combined fourth and fifth periodic reports of Samoa, August 7, 2012, CEDAW/C/WSM/CO/4-5, p. 4, <https://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-WSM-CO-4-5.pdf>

¹⁶⁸ Concluding observations on the combined third and fourth periodic reports of Turkmenistan, November 9, 2012, CEDAW/C/TKM/CO/3-4, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/TKM/CO/3-4&Lang=En

accelerating the equal representation of women in all areas of public and professional life, especially in **decision-making positions and in local administration**; (b) To ensure that women **enjoy equal opportunities to participate** in political and public life, including **in the planning, implementation, monitoring and evaluation of development** policies and community projects; (c) To provide **training on gender equality** for politicians, journalists, teachers and community leaders, **especially men**, to enhance the understanding that 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 Convention.

2013

Austria (2013)¹⁶⁹

30. The Committee appreciates the progress made in the **representation of women** at the federal level and the modification of the Federal Equal Treatment Act raising the quota for women in the civil service to 50 per cent. The Committee is, however, concerned **that women continue to be significantly underrepresented in certain fields**, including diplomatic services and sports associations. Furthermore, the Committee does not share the view that the participation of women in European and provincial elections is solely the responsibility of political parties.

31. The Committee calls upon the State party to take measures, such as quotas, and support the provinces taking these measures with benchmarks and concrete timetables, to guarantee the rapid increase of the representation of women in elected and appointed positions in provincial governments and in the parliaments, including in the European parliament, as well as in political parties, the **diplomatic service** and sports associations.

Cambodia (2013)¹⁷⁰

28. While noting the State party's efforts to increase the participation of women at the provincial level and in the judiciary, the Committee remains concerned that **women continue to be underrepresented at all levels of political and public life as well as in the foreign and diplomatic service**. The Committee is particularly **concerned that the number of women represented in the National Assembly decreased after the elections in July 2013**.

29. The Committee reiterates its previous concluding observations (CEDAW/C/KHM/CO/3, para. 14), and urges the State party to **ensure that Neary Rattanak IV provides for effective strategies, including temporary special measures, aimed at increasing the representation of women in decision-making positions, especially in politics, the judiciary and the foreign and diplomatic service**.

Colombia (2013)¹⁷¹

Participation in political and public life

23. The Committee is concerned at: (a) The **limited acknowledgement of women's role and agency in the armed conflict and their exclusion in the first line of key negotiators in the peace process**, as well as the reluctance to elaborate a national action plan in the framework of Security Council resolution 1325 (2000); (b) The **different manifestations of violence, such as threats and sexual violence, to which women human rights defenders and leaders are subjected in the context of the armed conflict; and the lack of adequate protection measures for them**.

24. The Committee recommends that the State party: (a) Ensure the **full implementation of Security Council resolution 1325 (2000) through the formulation of the State party's action plan**; ensure the effective and meaningful participation of women in the first line of negotiations within the peace process, as well as their participation in decision-making processes relating to post-conflict policies and strategies; (b) **Establish a protection programme for women rights defenders and leaders** which takes into consideration their needs and realities from a gender differentiated perspective; and allocate adequate financial and human resources for its implementation.

¹⁶⁹ Concluding observations on the seventh and eighth periodic reports of Austria, March 22, 2013, CEDAW/C/AUT/CO/7-8,

https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FAUT%2FCO%2F7-8&Lang=en

¹⁷⁰ Concluding observations on the combined fourth and fifth periodic reports of Cambodia, October 29, 2013, p. 7, CEDAW/C/KHM/CO/4-5,

https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FKHM%2FCO%2F4-5&Lang=en

¹⁷¹ Seventh and eighth periodic reports, Colombia, October 29, 2013, CEDAW/C/COL/CO/7-8, [Etpu \(un.org\)](http://Etpu.un.org).

Cyprus (2013)¹⁷²

21. The Committee reiterates its concern (CEDAW/C/CYP/CO/5, para. 19) that women continue to be **underrepresented in Government, Parliament, local councils, as mayors and in decision-making positions in the public administration**, as acknowledged by the State party. It notes with concern that patriarchal attitudes towards female politicians, lack of support from male political networks and insufficient media representation prevent women from equal participation in political life. Further, while the Committee notes that **most political parties have introduced quotas to enhance the participation of women in their decision-making bodies**, it expresses deep concern at the **State party's indication that the use of quotas in public and political life is not supported by the Government or by civil society**. It is also concerned that the **targets and quotas included in the National Action Plan on Gender Equality for the participation of women in political and public life have not resulted in the implementation of any concrete measures**.

22. The Committee urges the State party to:

- (a) Increase its efforts to **conduct awareness-raising** campaigns on the importance of women's participation in political life, in cooperation with the media; and
- (b) Take all necessary measures **to increase the representation of women in elected and appointed bodies**, particularly in the executive and legislative and at decision-making levels, with a view to **reaching the targets and quotas included in the National Action Plan on Gender Equality**, and consider adopting, wherever necessary, temporary special measures, in order to accelerate women's full and equal participation.

Greece (2013)¹⁷³

24. While noting that during the National Elections in June 2012, the one-third quota of women candidates was upheld by all political parties, and that the representation of women in Parliament reached 21 per cent, as well as the appointment of a number of women as **Ambassadors**, the Committee is concerned at the underrepresentation of women at all levels of political and public life, in particular in regional and municipal legislative bodies.

Hungary (2013)¹⁷⁴

24. While noting the **increasing participation of women in the judiciary and the foreign service**, the Committee is concerned about the **underrepresentation of women in senior positions in the Government and Parliament**. It notes with concern that the **proposed Quota Act was rejected by Parliament and no other measures have been undertaken** to address the situation. The Committee expresses concern at **statements made by male politicians in public debates in Parliament that discriminate against women and reinforce gender stereotypes**.

25. The Committee recommends that the State party:

- (a) Introduce temporary special measures, such as **gender quotas** for candidates for elections nominated by political parties **and a gender parity system for political appointments**, with a view to ensuring the equal representation of women and men in elected and appointed political bodies, including in decision-making positions; and
- (b) **Apply gender impact assessments to its electoral legislation**, including laws concerning political parties and their financing, with a view to making electoral legislation and related laws more conducive to equality of women in political life.

¹⁷² Concluding observations on the combined sixth and seventh periodic reports of Cyprus, March 25, 2013, CEDAW/C/CYP/CO/6-7, p. 5, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FCYP%2FCO%2F6-7&Lang=en

¹⁷³ Seventh periodic report, Greece, March 26, 2013, CEDAW/C/GRC/CO/7, [United Nations](https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FGRC%2FCO%2F7&Lang=en).

¹⁷⁴ Concluding observations on the combined seventh and eighth periodic reports of Hungary, March 26, 2013, CEDAW/C/HUN/CO/7-8, p. 6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FHUN%2FCO%2F7-8&Lang=en

Macedonia, Former Yugoslav Republic of (2013)¹⁷⁵

27. While noting the **high percentage of women in the State party's Parliament (34%)**, the Committee remains concerned that women, including women from ethnic minorities, continue to be underrepresented in ministerial positions, in high-ranking posts in the diplomatic service, at the municipal level and in mayoral positions. The Committee is also concerned by **the lack of temporary special measures or other proactive and sustained measures taken to promote and accelerate an increase in such representation** and by **systematic barriers such as negative gender stereotypes** which impede women's equal participation in political life.

Pakistan (2013)¹⁷⁶

25. The Committee reiterates its concern at the **low level of participation of women in political and public life, especially in decision-making positions and in the local administration, as well as in the diplomatic service**. It is concerned that **only 17 per cent of seats in the National Assembly, Provincial Assemblies and the Senate are reserved for women**. It is further concerned that **patriarchal attitudes and deeply rooted stereotypes** regarding the roles of women and men in society result in the **forced disenfranchisement of women** and impede and discourage their participation in elections (as candidates and voters). It reiterates its concern at the **low participation of women in the judiciary in the superior courts and the total absence of women judges in the Supreme Court (CEDAW/C/PAK/CO/3, para. 32)**.

26. The Committee calls upon the State party:

- (a) To amend relevant laws, where appropriate, in order to **increase the quotas** allocated for women in the National and Provincial Assemblies and in the Senate **to a minimum of 33 per cent**, as per international standards;
- (b) **To establish a procedure for filing complaints in cases of forced disenfranchisement** of women and adopt the draft bill submitted by the Election Commission of Pakistan, advocating **re-polling where less than 10 per cent of women's votes were polled**;
- (c) To implement **awareness-raising activities** on the importance of women's participation in decision-making, with the aim to **eliminate patriarchal attitudes and stereotypes** regarding the roles of women and men in society;
- (d) To take appropriate measures to **increase the number of women judges in superior courts and ensure the appointment of women in the Supreme Court**.

Serbia (2013)¹⁷⁷

26. The Committee notes the provisions to promote equal representation of women and men in political and public decision-making, but remains concerned about lack of impact of such measures. The Committee is particularly concerned about:

- (a) **The limited implementation of the provisions of article 35 of the Law on Gender Equality**, which requires political parties, trade unions and professional associations to promote equal representation of women and men in their respective decision-making bodies;
- (b) **The non-involvement of women's organizations in the drafting of a national action plan for the implementation of Security Council resolution 1325 (2000)** on women, peace and security, in addition to their exclusion from negotiations regarding Kosovo;
- (c) **The low number of women in elected bodies at the local level and at the highest ranks of the diplomatic service**.

27. The Committee recommends that the State party:

¹⁷⁵ Concluding observations on the combined fourth and fifth periodic report of The former Yugoslav Republic of Macedonia, March 1, 2013, CEDAW/C/MKD/CO/4-5, <https://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW.C.MKD.CO.4-5.pdf>

¹⁷⁶ Concluding observations on the fourth periodic report of Pakistan, March 27, 2013, CEDAW/C/PAK/CO/4, p. 7,

https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FPAK%2FCO%2F4&Lang=en

¹⁷⁷ Concluding observations on the combined second and third periodic reports of Serbia, July 30, 2013, CEDAW/C/SRB/CO/2-3, p. 8,

https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FSRB%2FCO%2F2-3&Lang=en

- (a) Involve women's organizations in the **implementation of its policies concerning peace and security, including in its negotiations concerning Kosovo;**
- (b) Increase the number of women in decision-making positions, especially in local administrations and at the highest ranks of the **diplomatic service.**

Tajikistan (2013)¹⁷⁸

21. While noting the increase by 5 per cent of the number of women in public service (23 per cent), the Committee remains concerned at the continued low participation of women in all areas of political and public life, including in the parliament (14.7 per cent in the upper house and 19 per cent in the lower house) and other decision-making positions, as well as in the **diplomatic service.** It is concerned that systematic barriers, such as negative cultural attitudes, the absence of an adequate quota system or other types of temporary special measures, insufficient capacity-building for potential electoral candidates, limited financial resources and a lack of support for women candidates are impeding the participation of women in political life.

22. The Committee recommends that the State party: (a) Consider the use of temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 23 on women in political and public life and No. 25 on temporary special measures, such as **statutory quotas and incentives** for political parties to nominate women as candidates, with the aim of accelerating the equal representation of women in all areas of political and public life, especially in **decision-making positions and in the diplomatic service;**

United Kingdom of Great Britain and Northern Ireland (2013)¹⁷⁹

42. While noting the increase in the representation of women in the public sector, the Committee is concerned that women **continue to be significantly underrepresented in some fields, including in Parliament, in the judiciary and on public-sector boards.** The Committee is particularly concerned at the **low representation of black and ethnic minority women and women with disabilities** in political life. The Committee further recalls its previous concluding observations (ibid., paras. 284 and 285) and remains concerned at the low representation of women in the **post-conflict process in Northern Ireland and the failure to fully implement Security Council resolution 1325 (2000).**

43. The Committee calls upon the State party:

- (b) To ensure the participation of women in the post-conflict process in Northern Ireland, in line with Security Council resolution 1325 (2000).

¹⁷⁸ Concluding observations on the combined fourth and fifth periodic reports of Tajikistan, October 29, 2013, CEDAW/C/TJK/CO/4-5, p. 6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FTJK%2FCO%2F4-5&Lang=en

¹⁷⁹ Seventh periodic report, United Kingdom of Great Britain and Northern Ireland, July 30, 2013, CEDAW/C/GBR/CO/7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/G13/402/18/PDF/G1340218.pdf?OpenElement>.

2014

Belgium (2014)¹⁸⁰

28. The Committee welcomes the results achieved in the participation of women in the legislative bodies at all levels of the State. It remains concerned, however, about the **unequal representation of men and women, in particular that of women belonging to ethnic and religious minorities, in appointed positions in the federal Government and in the governments of the federated entities**. The Committee is also concerned that women continue to be **underrepresented in the diplomatic service and in international organizations**. It is further concerned that the **measures envisaged for the private sector are limited** and that their evaluation is planned to be conducted only in 2023, which would not allow for corrective measures to be taken should they be needed.

29. The Committee calls upon the State party to take measures, **such as statutory quotas**, to guarantee the equal representation of men and women, in particular that of women belonging to **ethnic and minority groups**, in appointed positions in the federal Government and in **the governments of the federated entities, as well as in the diplomatic service and in international organizations**. The Committee recommends that the State party reinforce the mechanisms that it has established for the private sector in order to better **address the underrepresentation of women in all types of enterprises**.

Brunei Darussalam (2014)¹⁸¹

26. The Committee is concerned at the low participation of women in political and public life, in particular **their low representation in decision-making positions at all levels**, including in the State Legislative Council (6 percent), at the ministerial level (12 percent) and among heads of overseas missions of the foreign service (15 percent), owing to persistent traditional and patriarchal attitudes regarding the role of women in society. The Committee is also concerned at the lack of policies and measures, including temporary special measures, to increase the participation of women in political and public life.

Kazakhstan (2014)¹⁸²

22. The Committee welcomes the progress made by the State party in promoting the participation of women in political and public life, noting that the **State party has established a roster for nominating highly qualified women to leadership positions**. It also notes that the **Gender Equality Strategy 2006-2016 sets a goal of achieving at least 30 per cent representation of women in both elected and appointed positions**. The Committee remains concerned, however, that **women continue to be underrepresented in legislative bodies (parliament and local authorities), and in leadership positions in political parties, in the public service and in the diplomatic service, in particular at the decision-making level**. The Committee is also concerned that there are **no voluntary or obligatory quotas envisaged by electoral legislation**.

23. The Committee reiterates its previous concluding observations (CEDAW/C/KAZ/CO/2, para. 22) and recommends that the State party **introduce measures to ensure the effective implementation of the Gender Equality Strategy 2006-2016 at the national and local levels, and to adopt more prescriptive temporary special measures**, in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 on temporary special measures and No. 23 on women in

¹⁸⁰ Concluding observations on the seventh periodic report of Belgium, November 14, 2014, CEDAW/C/BEL/CO/7, p. 3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/626/84/PDF/N1462684.pdf?OpenElement>

¹⁸¹ Concluding observations on the combined Initial and second periodic reports of Brunei Darussalam, November 14, 2014, CEDAW/C/BRN/CO/1-2, p. 6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/627/02/PDF/N1462702.pdf?OpenElement>

¹⁸² Concluding observations on the combined third and fourth periodic reports of Kazakhstan, March 10, 2014, CEDAW/C/KAZ/CO/3-4, p. 6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/KAZ/CO/3-4&Lang=En

public life, in order to accelerate women's full and equal participation in elected and appointed bodies, **including in the diplomatic service**. The Committee also recommends that the State party consider **reviewing the current electoral legislation to ensure that temporary special measures or quotas are reflected in the legislative framework**. The Committee further recommends that specific measures be taken with political parties to increase women's leadership in political parties.

Mauritania (2014)¹⁸³

30. The Committee welcomes the increasing percentage of women in the parliament, the **introduction of quotas for women's representation in public office**, the financial benefits for political parties that nominate more women than required by the quota and the fact that seats on municipal councils are reserved for women. It remains concerned, however, about the **lack of economic support for women candidates in elections** and about the **low number of women at the ministerial level**, the regional level (wilayas), the communal level, in the foreign service and in the judiciary. The Committee notes with concern that **many legislative initiatives benefiting women are yet to be adopted**, which shows a need to further **strengthen the role and visibility of women in politics**.

31. The Committee recommends that the State party continue to improve the legal framework for the inclusion of women in political life by **adopting measures providing for parity in gender representation in legislative bodies**. It also recommends that the State party establish programmes to provide financial resources and technical advice for women who aim to stand for public positions. It further recommends that the State party **adopt a quota system for the appointment of women to the Cabinet, foreign service positions and the judiciary and provide disaggregated data on the representation of women** at those levels.

Poland (2014)¹⁸⁴

28. The Committee notes the high percentage of women in the State party's civil service and in first-instance courts, as well as the fact that the Prime Minister is a woman and that there are currently five female ministers. It is concerned, nonetheless, that, with the exception of quotas for electoral lists and some attempts to promote the representation of women on the management boards of public companies, no special measures are being applied as part of a comprehensive strategy to combat the underrepresentation of women in political and public life and in decision-making positions.

29. In line with its general recommendation No. 23 on women in political and public life, the Committee encourages the State party:

To **adopt temporary special measures**, in accordance with article 4 (1) of the Convention and (b) the Committee's general recommendation No. 25 on **temporary special measures, including quotas, benchmarks with specific time frames and training**, in order to achieve equal and full participation of women in political and public life and in decision-making at all levels, including in the **judiciary, executive functions at all levels and in international organizations**.

Qatar (2014)¹⁸⁵

27. The Committee is concerned that **deep-rooted patriarchal attitudes and cultural traditions constitute a barrier to the political participation** of women in Qatar. It is particularly concerned at the continued **absence of women in the Shura (Advisory) Council and the central municipal councils, and at the low representation of women in ministerial positions and in other decision-making positions** in the Government, **including in the foreign service, as well as in the judiciary and the legal profession**.

28. The Committee calls upon the State party:

¹⁸³ Concluding observations on the combined second and third periodic reports of Mauritania, July 24, 2014, CEDAW/C/MRT/CO/2-3, p. 8, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/MRT/CO/2-3&Lang=En

¹⁸⁴ Seventh and eighth periodic reports, Poland, CEDAW/C/POL/CO/7-8, [Etpu \(un.org\)](https://www.un.org).

¹⁸⁵ Concluding observations on the initial report of Qatar, March 10, 2014, CEDAW/C/QAT/CO/1, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N14/258/38/PDF/N1425838.pdf?OpenElement>

(a) To **take all measures necessary to remove all barriers to women's participation in the foreign service and to increase the number of women judges, prosecutors and lawyers and ensure the appointment of women to the Supreme Court and to the Court of Appeal;**

Solomon Islands (2014)¹⁸⁶

28. The Committee considers that the forthcoming parliamentary elections provide an opportunity to revert the historic underrepresentation of women in political life. In this context, it notes the election preparation strategy launched by the State party to support candidatures from women. The Committee is nevertheless concerned about the **stark underrepresentation of women in decision-making positions in all areas and at all levels**, especially in Parliament (with only one woman Member of Parliament), in senior positions in the Government and in **the foreign service, as well as about the absence of women judges and prosecutors**. It is also concerned about the lack of legislative provisions in the Constitution or any other act that provide **a minimum quota** of women in Parliament, as well as about the lack of family and community support to ensure that women are able to participate in political and public life. The Committee further notes with concern that the **10 per cent minimum quota in the Political Parties Integrity Act for women's representation on electoral lists is very low and lacks an enforcement mechanism**.

29. The Committee recommends that the State party:

(a) Adopt, as a matter of priority, proactive policy measures, such as targeted training, capacity-building and gender-sensitive recruitment, and temporary special measures to increase the number of women in appointed senior and management positions in the judiciary, the executive branch of the Government and the public and **foreign service**, in line with the Committee's general recommendation No. 25.

Swaziland (2014)¹⁸⁷

26. The Committee is concerned that, notwithstanding the constitutional provision that sets a goal of achieving at least 30 per cent representation of women in Parliament, **women remain underrepresented at decision-making levels, including in Parliament, the judiciary and the diplomatic service**. The Committee is particularly concerned that the quota for the appointment of women to Parliament from the four regions of the State party has not been implemented, allegedly owing to the lack of enabling legislation. The Committee is also concerned at the **lack of information on the impact of the tinkhundla electoral system, which bans political parties, on the political participation of women**.

27. The Committee recommends that the State party introduce temporary special measures, in accordance with article 4 (1) of the Convention, general recommendation No. 25 and general recommendation No. 23 on women in public life, in order to accelerate the full and equal participation of women in elected and appointed bodies, including the judiciary and the diplomatic service. Furthermore, the State party should undertake a comprehensive study on the impediments that the tinkhundla electoral system presents to women who seek to stand for political office.

Syria (2014)¹⁸⁸

35. The Committee notes the **information provided by the State party with respect to the representation of women in different instances of the government (e.g., 20% in the judiciary and 35% in the Foreign Service)**.

¹⁸⁶ Concluding observations on the combined Initial to third periodic reports of Solomon Islands, November 14, 2014, CEDAW/C/SLB/CO/1-3, p. 9, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FSLB%2FCO%2F1-3&Lang=en

¹⁸⁷ Concluding observations on the combined initial and second periodic reports of Swaziland, July 24, 2014, CEDAW/C/SWZ/CO/1-2, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/SWZ/CO/1-2&Lang=En

¹⁸⁸ Concluding observations on the second periodic report of Syria, July 18, 2014, CEDAW/C/SYR/CO/2, p. 10, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/SYR/CO/2&Lang=En

Bolivia, Plurinational State of (2015)¹⁸⁹

22. The Committee commends the State party for its progressive laws regarding women's political participation and protection from gender-based political violence, as well as for the progress achieved in increasing women's representation in the Plurinational Legislative Assembly to 53.1 per cent of deputies and 47.2 per cent of senators. The Committee is concerned, however, about the underrepresentation of women, especially indigenous women, in high-level decision-making positions in the Government, in particular at the departmental and municipal levels. It is also concerned about the low representation of women in the judiciary and the foreign service of the State party. The Committee is further concerned about the lack of prosecutions and convictions regarding complaints of gender-based political violence and harassment.

23. The Committee calls upon the State party:

- (a) To adopt **temporary special measures**, including **statutory quotas**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, to promote the equal participation of women, especially indigenous women, in national, **departmental and municipal governments, the judiciary and the international representation** of the Plurinational State of Bolivia, especially in high-level decision-making positions, and to monitor the progress achieved;
- (b) To establish a programme aimed at **combating the prevailing stereotypes of women in politics**, raising awareness of the importance of the free and equal participation of women, in particular indigenous women, in political life;
- (c) To develop **targeted training and mentoring programmes** on leadership and negotiation skills for current and potential women candidates and women holding public office;
- (d) To **prosecute and adequately punish perpetrators in cases of gender based political violence**.

Croatia (2015)¹⁹⁰

Participation in political and public life

22. The Committee notes the adoption of the Gender Equality Act in 2008 and the Act on the Election of Representatives to the Croatian Parliament in 2015, the latter introducing a **requirement that women constitute at least 40 per cent of electoral candidates**. The Committee also notes that **45 per cent of the Members of the European Parliament for Croatia are women**. It is concerned, however, that **the use of the preferential vote system could have the effect of nullifying the quotas for female candidates**. The Committee is also specifically concerned:

- (a) That **women remain significantly underrepresented in Parliament, local legislative bodies, the Government and the civil service, including in senior and decision-making positions**;
- (c) That **female diplomats do not enjoy regular maternity leave when posted overseas and are required to return to the capital in order to exercise their right to maternity leave**.

23. The Committee recommends that the State party:

- (a) **Promote the full and equal participation** of women in political and public life and in the civil service, especially at the senior and decision-making levels;
- (d) **Ensure that female diplomats are able to fully exercise their right to maternity leave**, including while posted overseas, if they so choose.

¹⁸⁹ Concluding observations on the combined fifth and sixth periodic reports of the Plurinational State of Bolivia, July 28, 2015, CEDAW/C/BOL/CO/5-6, p. 8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N15/233/66/PDF/N1523366.pdf?OpenElement>

¹⁹⁰ Concluding observations on the combined fourth and fifth periodic reports of Croatia, July 28, 2015 (CEDAW/C/HRV/CO/4-5), https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/HRV/CO/4-5&Lang=En

Gabon (2015)¹⁹¹

26. The Committee welcomes the political engagement for an increase in the representation of women in political life and in decision-making bodies, as well as the pending bill on the establishment of quotas for the representation of women in the parliament. It is concerned, however, about the continued low participation of women in all areas of political and public life.

27. The Committee recommends that the State party:

- (a) **Promote the equal representation of women in political and public life at the national, provincial and local levels, including in decision-making positions in the Government, the parliament and the judiciary, the civil and foreign services and in diplomacy;**
- (b) Adopt temporary special measures, such as **statutory quotas and incentives** for political parties to nominate women candidates, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 on the subject, to increase the representation of women in political and public life and in decision-making positions;
- (c) Conduct activities **to raise the awareness of the general public about the importance of the participation of women in decision-making and develop targeted training and mentoring programmes** on leadership and negotiation skills for current and potential women candidates and women holding public office.

Haiti (2015)¹⁹²

Participation in political and public life

25. The Committee welcomes the adoption of the Electoral Decree 2015 providing for a minimum quota of 30 per cent for women on electoral lists. However, the Committee notes with concern that: (a) **No woman has been elected into the Parliament since the introduction of these quotas** and, hence, **women continue to be underrepresented** in legislative bodies at the national and municipal levels, in the Cabinet and in decision-making positions in the civil service, in political parties and at the international level; (b) **The number of women ministers has declined since the last review;** (c) **Women's representation in the judiciary, prosecutorial office and national police continues to be very low.**

26. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee reiterates its previous recommendation (CEDAW/C/HTI/CO/7, para. 29) that the State party:

- (a) **Enforce the Constitutional and legislative statutory quotas through sanctions for non-compliance**, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004) on the subject, in order to accelerate women's equal representation in political and public life, legislative assemblies, the judiciary, in the civil service, at the national, regional and local levels, and at the international level; (b) **Develop a national strategy**, and ensure that it is adequately resourced, to promote and empower women at all levels of political and public life, in particular in **decision-making positions**, including in **the planning, implementation, monitoring and evaluation of development** policies and community projects; (c) **Sensitize politicians, journalists, teachers and community leaders on women's rights and gender equality**, to enhance their understanding that the full, 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 Convention; (d) Provide **capacity-building for potential women candidates on political campaigning and leadership skills** to increase their interest in participating in elections as candidates.

Kyrgyzstan (2015)¹⁹³

¹⁹¹ Concluding observations on the sixth periodic report of Gabon, March 11, 2015, CEDAW/C/GAB/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FGAB%2FCO%2F6&Lang=en

¹⁹² Eighth and ninth periodic reports Haiti, March 9, 2015, CEDAW/C/HTI/CO/8-9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/064/61/PDF/N1606461.pdf?OpenElement>.

¹⁹³ Concluding observations on the fourth periodic report of Kyrgyzstan, March 11, 2015, CEDAW/C/KGZ/CO/4, p. 6, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/KGZ/CO/4&Lang=En

23. The Committee is concerned about the **low participation of women in political and public life**, in particular in decision-making positions and in municipal governance bodies (13.4 per cent), in the diplomatic service, and in rural self-governing local bodies (4.7 per cent), owing to persistent traditional and patriarchal attitudes, lack of implementation of adequate temporary special measures and insufficient capacity-building and campaign funding for potential women candidates, which impede women's equal participation in political life.

24. The Committee urges the State party to:

- (a) **Take measures to increase the participation of women in political and public life at all levels, including by adopting temporary special measures, such as statutory quotas**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 on the subject;
- (b) **Build the capacity of and enhance access to campaign financing for women politicians**, to enable them to compete effectively with their male counterparts;
- (c) **Conduct awareness-raising activities** for politicians, community leaders, journalists and the general public on the importance of the participation of women **in decision-making to enhance the understanding that 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 Convention.**

Madagascar (2015)¹⁹⁴

24. The Committee remains concerned at the **low representation of women in decision-making positions, in particular in the diplomatic service (ambassadors: 0 per cent) and in other international organizations, as well as at the community level (regional heads: 0 per cent; elected mayors: 5 per cent; heads of fokontany assemblies: 2.6 per cent)**. It is particularly concerned that **past efforts to introduce measures, including temporary special measures, to remedy the unequal participation of women in political and public life have not succeeded before the National Assembly.**

25. The Committee recommends that the State party: **(a)** Amend its electoral law by introducing statutory quotas, including sanctions for non-compliance, for increased representation of women in political and public life, in particular at the community and national levels, and **ensure an open and transparent process for the nomination of candidates to represent the State party in international organizations;**

Malawi (2015)¹⁹⁵

26. The Committee notes the measures taken by the State party to promote the participation of women in political and public life, such as the 50:50 Campaign. It is, however, concerned that women remain **significantly underrepresented at all levels of decision-making**, including in the National Assembly, the executive, political parties, the diplomatic and public service and at the local level.

Namibia (2015)¹⁹⁶

26. The Committee commends the State party for its achievements in attaining 47 per cent representation of women in Parliament during the presidential and parliamentary elections held in 2014. The Committee is concerned, however, that those achievements were based on voluntary commitments of political parties to increase the participation of women in politics and that proposals to amend the electoral law, with **the aim of having more prescriptive measures to accelerate the participation of women in**

¹⁹⁴ Concluding observations on the combined sixth and seventh periodic reports of Madagascar, November 24, 2015, CEDAW/C/MDG/CO/6-7, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FMDG%2FCO%2F6-7&Lang=en

¹⁹⁵ Concluding observations on the seventh periodic report of Malawi, November 24, 2015, CEDAW/C/MWI/CO/7, p. 7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N15/388/10/PDF/N1538810.pdf?OpenElement>

¹⁹⁶ Concluding observations on the combined fourth and fifth periodic reports of Namibia, July 28, 2015, CEDAW/C/NAM/CO/4-5 https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNAM%2FCO%2F4-5&Lang=en

political life, were rejected. The Committee is particularly **concerned at the low representation of women in the judiciary, ministerial positions and senior positions in the diplomatic service, and at the regional and local levels of government.**

27. The Committee recommends that the State party introduce temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 and general recommendation No. 23 on women in political and public life, such as a **gender parity system for appointments and accelerated recruitment of women in senior positions**, in order to accelerate the full and equal participation of women in elected and appointed bodies, including the **judiciary, ministerial positions and senior positions in the diplomatic service**, and at the **regional and local levels of government**. Furthermore, the State party should consider **revising its electoral law by adopting more prescriptive temporary special measures** so as to secure the gains achieved in the representation of women in Parliament.

Portugal (2015)¹⁹⁷

30. The Committee welcomes the efforts of the State party to increase the representation of women in political and public life, which have steadily reaped results. The Committee is also concerned that, despite some improvements, the numbers of women in decision-making posts in the executive branch of government (8 per cent in mayorships, 10-30 per cent in various executive bodies) and the **diplomatic service remain low**. While welcoming the **very high proportion of women in the judiciary**, the **Committee regrets that only 8.2 per cent of justices on the Supreme Court of Justice are women and that a number of public bodies have fewer than 35 per cent women**. Lastly, the Committee notes that Madeira will also use a parity system in future elections.

31. The Committee calls upon the State party to increase the representation of women in political life by **amending its parity law, in order to reach 50 per cent representation of both sexes in all legislative assemblies at the European, national and local levels**. The same should be done in the autonomous regions. It also recommends that the State party **reinforce the sanctions applied in the event of failure to comply with the law**, for example by envisaging the automatic nullification of the electoral lists in question. Furthermore, the Committee recommends that the State party take targeted measures, including **temporary special measures** in accordance with article 4 (1) of the Convention, to increase the representation of women in **decision-making positions in the executive branch and the diplomatic service, on the Supreme Court of Justice and in other public bodies**.

Russian Federation (2015)¹⁹⁸

27. The Committee is concerned at the **low representation of women in political and public life**, in decision-making positions, in particular in the State Duma and the Federal Council, in ministerial positions and in the diplomatic service, owing to persistent **traditional and patriarchal attitudes, the lack of adequate measures**, including temporary special measures, and **insufficient capacity-building and campaign funding for potential women candidates**, which impede the effective participation of women in political life.

28. The Committee urges the State party:

- (a) **To take measures such as setting statutory quotas** to increase the participation of women in political and public life at all levels, including by adopting temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25;
- (b) **To build the capacity of and enhance access to campaign financing** for women politicians to enable them to compete effectively with their male counterparts;

¹⁹⁷ Concluding observations on the combined eighth and ninth periodic reports of Portugal, November 24, 2015, CEDAW/C/PRT/CO/8-9, p. 7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N15/387/92/PDF/N1538792.pdf?OpenElement>

¹⁹⁸ Concluding observations on the eighth periodic report of the Russian Federation, November 20, 2015, CEDAW/C/RUS/CO/8, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FRUS%2FCO%2F8&Lang=en

- (c) To **conduct awareness-raising activities** for politicians, community leaders, journalists and the general public on the importance of women's participation in decision-making to enhance the understanding 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 Convention.

Saint Vincent and the Grenadines (2015)¹⁹⁹

25. The Committee recommends that the State party: **(a)** Adopt, as a matter of priority, **targeted measures, including training, capacity-building, gender-sensitive recruitment and temporary special measures**, to increase the percentage of women in appointed senior positions, the Government, the public service and the **foreign service**, in line with the Committee's general recommendation No. 23 on women in political and public life;

Senegal (2015)²⁰⁰

24. [The Committee] is also concerned about the continued low participation of women in other areas of political and public life, such as in elected positions as mayors and in appointed decision-making positions in the government, the judiciary, the civil service, the security forces and the **diplomatic service**.

25. The Committee recommends that the State party: **(a)** Adopt measures to promote the equal representation of women in political and public life at the national, provincial and local levels, including in elected positions as mayors and in decision-making positions in the Government, the judiciary, the civil service, the security forces, the **diplomatic service** and in farmers' associations.

Slovakia (2015)²⁰¹

24. The Committee notes the high level of representation of women in the judiciary, including at the highest level, but is concerned at the low level of representation of women in the parliament and in the Government at both the national and local levels and the underrepresentation of women in high-ranking positions in the **diplomatic service**.

25. The Committee recommends that the State party: **(b)** Adopt measures, including **temporary special measures, such as statutory quotas**, to promote the equal representation of women and men in the parliament and political parties, in high-level positions in the public administration at the national and local levels and in the **diplomatic service**, paying special attention to women belonging to ethnic minority groups.

Spain (2015)²⁰²

24. The Committee welcomes the increase in the representation of women in the parliament to 35.5 per cent and in the legislatures of the autonomous communities to 44.6 per cent. It is concerned, however, about the generally low participation of women in political and public life, in particular in decision-making positions at the autonomous community level (4 of the 17 presidents of autonomous communities are women), in the **diplomatic service** (12 of 199 **ambassadors** are women) and in the judiciary.

25. The Committee recommends that the State party: **(c)** Conduct awareness-raising activities for politicians, community leaders, journalists and the general public on the importance of the participation of women in decision-making in order to promote understanding that the full, equal, free and democratic participation of women on an equal basis with men in political and public life, **including in international representation**, is a requirement for the full implementation of the Convention.

¹⁹⁹ Concluding observations on the combined fourth to eighth periodic reports of Saint Vincent and the Grenadines, July 28, 2015, CEDAW/C/VCT/CO/4-8,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/VCT/CO/4-8&Lang=En

²⁰⁰ Concluding observations on the combined third to seventh periodic reports of Senegal, July 28, 2015, CEDAW/C/SEN/CO/3-7, <https://digitallibrary.un.org/record/805687?ln=en>

²⁰¹ Concluding observations on the combined fifth and sixth periodic reports of Slovakia, November 25, 2015, CEDAW/C/SVK/CO/5-6, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSVK%2FCO%2F5-6&Lang=en

²⁰² Concluding observations on the combined seventh and eighth periodic reports of Spain, July 29, 2015, CEDAW/C/ESP/CO/7-8, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/ESP/CO/7-8%20&Lang=En

Tuvalu (2015)²⁰³

23. From 2012 to 2014, the number of women holding the position of Assistant Secretary increased from 20 per cent to nearly 50 per cent. While noting that increase, as well as the slight increase in the representation of women at the island council level, the Committee remains concerned about the stark underrepresentation of women in political and public life, especially at the highest levels of decision-making (currently there is one woman parliamentarian and one woman minister); local government, including decision-making bodies (Falekaupule) and island councils (Kaupule); the judiciary; and the **diplomatic service**.

24. The Committee recommends that the State party: **(a)** Adopt, as a matter of priority, targeted measures, including targeted training, capacity-building, gender-sensitive recruitment and temporary special measures, to increase the percentage of women in appointed senior and management positions in the judiciary, the Government and the public and **foreign service**, in line with the Committee's general recommendation No. 23 on women in political and public life;

Uzbekistan (2015)²⁰⁴

21. While noting the slight increase in the number of women elected as heads of mahalla, the Committee remains concerned at the low percentage of women in political and public life, in particular in decision-making positions, including the decline of women's representation in the Oliy Majlis (from 22 to 16 per cent), notwithstanding the 30 per cent quota for women candidates on party lists, and in the public administration (27 per cent), the civil service (19 per cent), **the judiciary (13 per cent)** and the **diplomatic service (only 3 per cent of ambassadors are women)**, owing to persistent traditional and patriarchal attitudes, the lack of effective temporary special measures and insufficient capacity-building and campaign funding for potential women candidates. While welcoming the greater presence of women in some decision-making positions that are appointed, the Committee is concerned at the **underrepresentation in general** in the State party of women in positions to which they could be elected or appointed, considering this to be an indication of insufficient support for women by those responsible for electing or appointing individuals to such positions.

²⁰³ Concluding observations on the combined third and fourth periodic reports of Tuvalu, March 11, 2015, CEDAW/C/TUV/CO/3-4, p. 6, <https://www.ohchr.org/en/documents/concluding-observations/cedawctuvco3-4-concluding-observations-combined-third-and-fourth>

²⁰⁴ Concluding observations on the fifth periodic report of Uzbekistan, November 24, 2015, CEDAW/C/UZB/CO/5, p. 6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW%2FC%2FUZB%2FCO%2F5&Lang=en

2016

Armenia (2016)²⁰⁵

20. The Committee notes the electoral quota adopted by the State party and the recent amendment to the Electoral Code in 2016, increasing the minimum quota for women's representation to 25 per cent for the 2017 elections and to 30 per cent for subsequent national elections. The Committee nevertheless remains concerned about: (a) Persistently **low levels of participation of women at the highest levels of decision-making, such as in the National Assembly, the Government, regional and local municipalities, the judiciary and the foreign service, as well as in mechanisms for the prevention, management and resolution of conflict;** (b) **The lack of awareness-raising campaigns on the importance of the participation** of women in political and public life and engagement of women for such campaigns.

21. The Committee recommends that the State party:

(a) Adopt measures, including **temporary special measures**, in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 (2004) on temporary special measures and No. 23 (1997) on women in public life, in order to **accelerate the full and equal participation of women in elected and appointed bodies**, including in the National Assembly, ministerial positions, regional and local municipalities, **the judiciary and the foreign service;**

(b) Introduce **a gender parity system for appointments and accelerated recruitment of women into senior positions in the public and private sectors;**

Bangladesh (2016)²⁰⁶

22. The Committee welcomes the commitment of the State party **to reserving 50 seats in Parliament for women.** Nevertheless, it notes with concern that only a few women have reached the highest level of the political pyramid and that **women, in general, are underrepresented in Parliament, the judiciary and the Administration and in the private sector.** The Committee is also concerned about **the absence of information on the number of women**, including minority women, in local governments, the foreign service and academic institutions, in particular at the decision-making level.

Bhutan (2016)²⁰⁷

22. The Committee notes **the 3 per cent increase in the representation of women** following the local government elections in September 2016 and commends the State party for formulating a national plan of action to promote gender equality in elected office. The Committee notes that the main reasons for the low representation of women in political life relate to **gender stereotypes, lower educational levels and lack of financial resources**, which incidentally are also the main reasons for their unhappiness under the State party's gross national happiness index. The Committee is concerned that, notwithstanding efforts to enhance functional literacy among female candidates running for local government positions, their representation remains low. It is particularly concerned that: (a) **Women occupy only 8 per cent of seats in the National Assembly and 10 per cent in local governments;** (b) Women remain **underrepresented in decision-making positions, in particular as ministers, judges and diplomats** and at the higher levels of authority in the civil service; (c) **Temporary special**

²⁰⁵ Fifth and sixth periodic reports, Armenia, November 25, 2016, [CEDAW/C/ARM/CO/5-6](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/28/PDF/N1640228.pdf?OpenElement), <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/28/PDF/N1640228.pdf?OpenElement>.

²⁰⁶ Concluding observations on the eighth periodic report of Bangladesh, November 25, 2016, CEDAW/C/BGD/CO/8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/50/PDF/N1640250.pdf?OpenElement>

²⁰⁷ Eighth and ninth periodic report, Bhutan, November 25, 2016, [CEDAW/C/BTN/CO/8-9](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/68/PDF/N1640268.pdf?OpenElement), [N1640268.pdf \(un.org\)](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/68/PDF/N1640268.pdf?OpenElement).

measures, including quotas, have not been introduced in order to accelerate the achievement of de facto equality between women and men.

23. The Committee recommends that the State party: (a) Introduce measures, including **temporary special measures**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) and general recommendation No. 23 (1997) on women in public life, **such as a gender parity system** for appointments and accelerated recruitment of women in senior positions, in order to accelerate the full and equal participation of women in **elected and appointed bodies, including the judiciary, ministerial positions, the diplomatic and civil service** and local levels of government; (b) Ensure the effective implementation of the component of the **national plan of action to promote gender equality** in elected office, which is intended to increase the number of nominations of women candidates, and address concerns regarding the functional literacy test, which is seen as an obstacle for women seeking to participate in local government elections; (c) Speed up the process of amendment and passage of the Public Election Fund Act of 2008, in order to **extend public funding for female candidates** running for political office in both national and local elections.

Burundi (2016)²⁰⁸

30. The Committee welcomes the **constitutional quota of 30 per cent representation of women** in the Government, Parliament and the Senate (arts. 129, 164 and 180) and the resulting increase in the participation of women in political life. Nevertheless, it notes that the **representation of women at the provincial and district level is very low** and there is no comprehensive strategy to **address the obstacles faced by women to participating in decision-making**, which include the prevailing patriarchal political culture based on **gender stereotypes** and the **limited skills, education and lack of economic independence of women in the State party**.

31. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party pursue **sustained policies aimed at the promotion of women's full and equal participation in decision-making** at the national and local levels and: (a) Adopt measures, including **temporary special measures**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, including through **specific training of women** on public campaigning sustained by financing; (b) **Undertake awareness-raising** activities targeting the general public and political parties on the **importance of the participation of women in decision-making**, with the aim of **eliminating patriarchal attitudes and stereotypes** regarding the roles of women and men in society; (c) Establish a **disaggregated data collection** system on the participation of women representing various ethnicities, as well as Batwa women, in public life and decision-making positions in all sectors and at all levels.

Czech Republic (2016)²⁰⁹

22. The Committee notes the **high rate of female representation in the judiciary of the State party**, but is concerned: (a) That women, in particular Roma women, continue to be **significantly underrepresented at all levels of decision-making**, including in both chambers of Parliament, regional and local assemblies, the Government, especially at the **ministerial and vice-ministerial levels**, in mayoral and ambassadorial posts and in senior positions in the foreign service, as well as in senior positions in companies owned or controlled by the State party.

²⁰⁸ Fifth and sixth periodic reports, Burundi, November 25, 2016, [CEDAW/C/BDI/CO/5-6](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/74/PDF/N1640274.pdf?OpenElement), <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/74/PDF/N1640274.pdf?OpenElement>.

²⁰⁹ Concluding observations on the sixth periodic report of Czech Republic, March 14, 2016, CEDAW/C/CZE/CO/6, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/CZE/CO/6&Lang=En

Guyana (2016)²¹⁰

26. The Committee notes that female representation in the State party's parliament increased from 18.5 per cent in 1992 to 32 per cent in 2012. The Committee is, however, concerned that **obstacles to the advancement of women remain** in political and public life, such as the **lack of an effective quota system**, the absence of temporary special measures, limited financial resources, insufficient affirmative action in the form of **capacity-building** for potential candidates, the persistence of **gender-biased views and poor socioeconomic status**. Such obstacles prevent women from gaining full access to the right to participate in public life, in particular at the level of decision-making. While noting with appreciation that in 2008 the first female and also the first Amerindian was appointed Minister for Foreign Affairs, and that there are now four Amerindian women in the parliament, the Committee is concerned at the **slow progress in ensuring the equal participation of Amerindian women in leadership and decision-making positions in political and public life**.

Honduras (2016)²¹¹

26. The Committee remains concerned that women, including women from disadvantaged and marginalized groups, remain **significantly underrepresented** in all areas of political and public life, in both elected and appointed posts. It is also concerned that the lengthy delays in the adoption of the regulations to implement Decree No. 54-2016, to establish electoral **quotas of 50 per cent of women** candidates, may have a negative impact on their effective application, in particular concerning the internal elections of political parties currently under way and the effective inclusion of women in national elections. The Committee notes that a bill on harassment and political violence towards women is in process. It is concerned, however, that **women, especially in rural and peasant farmer communities, face repression, discrimination and violence** as a consequence of their participation in political and public life.

27. The Committee reiterates its previous recommendation (CEDAW/C/HON/CO/6, para. 23) that the State party **adopt legal provisions, including temporary special measures, such as outreach or support programmes, the reallocation of resources or the establishment of numerical goals and targets connected with time frames**, in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 (2004) on temporary special measures and No. 23 (1997) on women in political and public life, that would: **(a) Increase the participation of women** in political and public life, in particular in the National Congress, in **decision-making posts** in the Government, in the judiciary and in the **diplomatic service**;

Iceland (2016)²¹²

25. The Committee commends the State party on the high percentage of women in Parliament (43 per cent) and welcomes the fact that the Ministry of the Interior has taken **measures to increase the representation of women in the police**. The Committee is nevertheless concerned about the very **low number of women police officers and the underrepresentation of women on the Supreme Court and in decision-making positions in the foreign service (ambassadors) and in local government**.

Japan (2016)²¹³

30. The Committee notes the State party's efforts to promote the participation of women in political and public life by adopting the **third and fourth basic plans on gender equality**, which **sets numerical targets and a specific goal to achieve 30 per cent representation of women in political, public and**

²¹⁰ Seventh and eighth reports, Guyana, March 29, 2016, [CEDAW/C/GUY/CO/7-8/Add.1](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N12/455/60/PDF/N1245560.pdf?OpenElement),

<https://documents-dds-ny.un.org/doc/UNDOC/GEN/N12/455/60/PDF/N1245560.pdf?OpenElement>

²¹¹ Concluding observations on the combined seventh and eighth periodic reports of Honduras, November 25, 2016, CEDAW/C/HND/CO/7-8, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/87/PDF/N1640287.pdf?OpenElement>

²¹² Concluding observations on the combined seventh and eighth periodic reports of Iceland, March 10, 2016, CEDAW/C/ISL/CO/7-8, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/ISL/CO/7-8&Lang=En

²¹³ Concluding observations on the combined seventh and eighth periodic reports of Japan, March 10, 2016, CEDAW/C/JPN/CO/7-8, p. 9, https://tbinternet.ohchr.org/_layouts/15/TreatyBodyExternal/Download.aspx?symbolno=CEDAW/C/JPN/CO/7-8&Lang=En

private life by 2020. The Committee, however, remains concerned at: **(a)** The low representation of women at legislative, ministerial, local government (mayoral) levels as well as in the judiciary, **diplomatic service** and in academia;

31. The Committee reiterates its previous recommendation (CEDAW/C/JPN/CO/6, para. 42) and calls upon the State party: **(b)** To ensure the effective implementation of the goal set by the third and fourth basic plans on gender equality to achieve 30 per cent representation of women by 2020 at all levels, including legislative, ministerial, local government (mayoral) levels, as well as in the judiciary, in the **diplomatic service** and in academia;

Mali (2016)²¹⁴

27. The Committee welcomes the **increase in the number of women in ministerial posts, from five to six of a total of 32 ministers**, as at 15 January 2016, and the adoption of a national strategy, covering the period 2012-2015, and an action plan for the participation and greater representation of women in the general elections. It is nevertheless concerned about the low representation of women in elected and appointed decision-making positions in the National Assembly, the Government, the judiciary, the civil service at the national, provincial and municipal levels and the **diplomatic service**. It notes that barriers to the participation of women in political and public life include widespread illiteracy, a lack of autonomy in keeping official household documents and the lower social status of women manifested in their inability either to obtain the necessary identification documents or to vote because of a lack of permission to do so.

Myanmar (2016)²¹⁵

30. The Committee notes the State party's **efforts to promote the participation of women in political and public life** following the general elections held in 2015. The Committee remains concerned, however, at: **(a)** The **low representation of women at the legislative, ministerial and local government** (village committee) levels, **as well as in the judiciary, the military, the diplomatic service and academic institutions**;

31. The Committee reiterates its previous recommendation (see CEDAW/C/MMR/CO/3, para. 29) that the State party: **(a)** Adopt measures, including temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 and No. 23 (1997) on women in political and public life, in order to guarantee and accelerate women's full and equal participation at all levels, including the legislative, ministerial, and local government (village committee) levels, as well as in the judiciary, the military, the **diplomatic service** and academic institutions;

Netherlands (2016)²¹⁶

31. The Committee commends the State party for its efforts to increase the representation of women in decision-making positions, such as the development of an action plan intended to achieve at least 30 per cent representation of women in the senior civil service. The Committee also commends the State party for **having achieved at least 30 per cent representation** of women in both houses of parliament and at the ministerial level. Nevertheless, the Committee is concerned by: **(a)** The low number of women mayors, professors and **senior diplomats**;

32. The Committee recommends that the State party: **(a)** Continue to take **targeted steps** to further increase the representation of women in political and public life, in particular in local government, academic institutions and the **foreign service**.

²¹⁴ Concluding observations on the combined sixth and seventh periodic reports of Mali, July 25, 2016, CEDAW/C/MLI/CO/6-7, p. 5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/233/32/PDF/N1623332.pdf?OpenElement>

²¹⁵ Concluding observations on the combined fourth and fifth periodic reports of Myanmar, July 22, 2016, CEDAW/C/MMR/CO/4-5, p. 10, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/233/14/PDF/N1623314.pdf?OpenElement>

²¹⁶ Concluding observations on the sixth periodic report of the Netherlands, November 24, 2016, CEDAW/C/NLD/CO/6, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/402/93/PDF/N1640293.pdf?OpenElement>

Trinidad and Tobago (2016)²¹⁷

24. The Committee is particularly concerned at the **lack of information on the representation of women in the judiciary, senior positions in the diplomatic service, academic institutions and the civil service.** The Committee is further concerned that young women who aspire to political office are discouraged by the lack of maternity leave for parliamentarians.

25. The Committee recommends that the State party introduce measures, including **temporary special measures** in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 (2004) and No. 23 (1997) on women in political and public life, such as a **statutory quotas**, in order to accelerate the full and equal participation of **women in elected and appointed bodies**, including the **judiciary, senior positions in the diplomatic service and academic institutions.** Furthermore, the State party should **adopt prescriptive measures** in order to preserve the progress achieved in the representation of women in Parliament and to introduce maternity leave for parliamentarians.

Uruguay (2016)²¹⁸

27. The Committee remains **concerned about the underrepresentation of women in political and public life, including in the parliament and in high-level decision-making positions in the Government, and the absence of measures designed to promote and support women candidates for elected bodies.** Uruguay is below the regional average data with regard to the participation of women in parliament. The Committee regrets that Act No. 18.476 of 3 April 2009, which provides for the equal political participation of women and men in elected bodies, was applied only once during the elections of 2014. The Committee is also **concerned about the low representation of women in the Supreme Court and in the foreign service.**

²¹⁷Concluding observations on the combined fourth to seventh periodic reports of Trinidad and Tobago, July 25, 2016, CEDAW/C/TTO/CO/4-7, p. 8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N16/233/20/PDF/N1623320.pdf?OpenElement>

²¹⁸Concluding observations on the combined eighth and ninth periodic reports of Uruguay, July 25, 2016, CEDAW/C/URY/CO/8-9, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW/C/URY/CO/8-9&Lang=En.

2017

Barbados (2017)²¹⁹

27. The Committee notes with appreciation that the two major political parties have made concerted efforts to increase the representation of women. It is concerned, however, that women remain **significantly underrepresented at the decision-making level in Parliament, in the Government and in the diplomatic service, owing to patriarchal attitudes**, a lack of effective measures such as statutory quotas or a parity system for political appointments, limited access to political networks and insufficient capacity-building for women on political leadership skills.

Burkina Faso (2017)²²⁰

29. In line with its general recommendation No. 23 (1997) on **women in political and public life**, the Committee recommends that the State party:

(c) Implement temporary special measures to ensure gender parity in the appointment of women to decision-making positions in the Government and the diplomatic service.

El Salvador (2017)²²¹

30. The Committee notes the adoption of the Pact for the Defence of Civil and Political Rights of Women and campaigns to raise awareness of women's rights. It welcomes the bill on parity, currently under discussion in the National Assembly, as well as the amendment to the Political Parties Act, by which a **temporary 30 per cent quota for women on electoral lists was introduced**, and the consequent increase in the representation of women in the Legislative Assembly to 32.1 per cent since 2015. Nevertheless, the Committee notes that only 10.3 per cent of mayors and 23.1 per cent of ministers are women.

31. The Committee recommends that the State party continue to **make efforts to reach parity in all institutions**, including through the expansion of the use of special measures, as necessary, to **promote the representation of women in local governments, the executive branch, the parliament and the diplomatic service**. In this regard, particular attention should be paid to women facing multiple and intersecting forms of discrimination.

Guatemala (2017)²²²

26. The Committee is concerned that the **principle of gender equality, parity and the alternation of men and women for the nomination of candidates within political parties were not included in recent amendments to the Elections and Political Parties Act**, notwithstanding two favourable decisions by the Constitutional Court, and that women who stand for public office, including indigenous women and women of African descent, continue to face obstacles. It 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

²¹⁹ Concluding observations on the combined fifth to eighth periodic reports of Barbados, July 24, 2017, CEDAW/C/BRB/CO/5-8,

<https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/227/16/PDF/N1722716.pdf?OpenElement>

²²⁰ Concluding observations on the seventh periodic report of Burkina Faso, November 22, 2017, CEDAW/C/BFA/CO/7, p. 8,

<https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/38/PDF/N1739438.pdf?OpenElement>

²²¹ Concluding observations on the combined eighth and ninth periodic reports of El Salvador, March 9, 2017, p. 8, CEDAW/C/SLV/CO/8-9,

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSLV%2FCO%2F8-9&Lang=en

²²² 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>

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**;

Italy (2017)²²³

31. The Committee notes the State party's legislative measures to increase the participation of women in political and public life, including mandatory quotas for national, local and European elections and for boards of publicly listed and State-owned companies, which have resulted in a progressive increase in the proportion of women representatives in the national parliament (30.1 per cent), regional governments (35 per cent) and the **European Parliament** (39.7 per cent), as well as on boards of publicly listed and State-owned companies (27.6 per cent). The Committee remains concerned, however, that:

(a) Women in the State party are **still underrepresented in the parliament and on regional councils**, as well as in ministerial positions, in the judiciary, on boards of directors and in senior positions within the public administration, including in the **diplomatic service**;

32. The Committee recommends that the State party:

(a) Strengthen the representation of women in decision-making positions in political life, including in ministerial positions, in the judiciary, on boards of directors and in senior positions within the public administration, including in the **diplomatic service**, and to that end adopt measures, including temporary special measures, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, such as a gender parity system for accelerated recruitment and appointment of women to senior positions in the public administration.

Ireland (2017)²²⁴

34. The Committee notes that the State party has made commendable **advances around women's participation in some sectors**, especially in the judiciary, where the representation of women in the Supreme Court stands at 44 per cent and a woman is the Chief Justice. The Committee also notes that the Office of the Attorney General is held by a woman. The Committee further commends the State party for its efforts to increase the number of women appointed to State boards following the introduction of the State Boards Alerts system. However, the Committee is concerned at:

(a) The low number of women in *Dáil Éireann* (lower house of parliament), the High Court, ministerial positions, State boards, and senior academic and **foreign service positions**;

35. The Committee recommends that the State party:

(a) Continue to take targeted measures to further increase women's representation in political and public life, particularly in *Dáil Éireann* (lower house of parliament), the High Court, ministerial positions, State Boards, and senior academic and **foreign service positions**;

36. The Committee welcomes the adoption of the second National Action Plan on Women, Peace and Security (2015-2018), which addresses domestic and **foreign policy**, and includes women affected by conflict in the State party. However, the Committee is concerned at the **low representation of women in post-conflict reconstruction in the State party**.

37. The Committee urges the State party to continue to give due consideration to the Committee's general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations by

²²³ Concluding observations on the seventh periodic report of Italy, July 24, 2017, CEDAW/C/ITA/CO/7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/227/49/PDF/N1722749.pdf?OpenElement>

²²⁴ Concluding observations on the combined sixth and seventh periodic reports of Ireland, March 9, 2017, CEDAW/C/IRL/CO/6-7, p. 9, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FIRL%2FCO%2F6-7&Lang=en

ensuring that the National Action Plan on Women, Peace and Security (2015-2018) is regularly reviewed so as to address all areas of concern in order to ensure durable peace. The Committee further recommends that the State **party fully involve women at all stages of the post-conflict reconstruction process, including in decision-making**, in line with Security Council resolution 1325 (2000).

Israel (2017)²²⁵

36. The Committee notes that the State party has made commendable progress in **promoting the participation of women in the judiciary and the civil service and on State boards**. It welcomes the appointment of a woman as Director of Human Resources at the Rabbinical Courts Administration and of a woman judge in a Muslim religious court. Nevertheless, the Committee remains concerned at: **(a)** The low number of women in the parliament and ministerial, senior academic and **diplomatic positions** and the fact that women cannot serve as judges in rabbinical courts;

37. The Committee recommends that the State party: **(a)** Continue to take targeted measures to further increase the representation of women in political and public life, especially in the parliament and ministerial, senior academic and **foreign service positions**, and initiate consultations with relevant stakeholders on introducing reforms regarding the participation of women as rabbinical judges;

Kenya (2017)²²⁶

31. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party pursue sustained policies to promote the full and equal participation of women in decision-making at the national and local levels and: **(f) Remove barriers to the appointment of women to ambassadorial posts and increase the number of women in such posts.**

Kuwait (2017)²²⁷

30. The Committee welcomes the efforts undertaken by the State party to promote the **participation of women in political and public life**, such as within the judiciary or the **Ministry for Foreign Affairs and its diplomatic missions**. However, the Committee notes with concern:

(b) The low participation of women in leadership positions, including in executive positions, and their limited roles as **ambassadors**, ministers or parliamentarians.

31. Taking into account its general recommendation No. 23 (1997) on women in political and public life and reiterating its previous recommendation (CEDAW/C/KWT/CO/3-4, para. 35), the Committee recommends that the State party adopt measures in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, including quotas and benchmarks with specific time frames, for women's equal representation in all spheres and at all levels of political and public life, in particular in ministerial positions, and as parliamentarians, senior civil servants, prosecutors, judges and **ambassadors**.

Micronesia, Federal States of (2017)²²⁸

30. While it notes women's incremental role in the public life of the State party, the Committee is concerned that **women remain absent or grossly underrepresented in decision-making positions** in all areas, especially at high levels of political and public life and in the National Congress in particular,

²²⁵ Concluding observations on the sixth periodic report of Israel, November 17, 2017, [CEDAW/C/ISR/CO/6](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/44/PDF/N1739444.pdf?OpenElement), p. 11, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/44/PDF/N1739444.pdf?OpenElement>

²²⁶ Eighth periodic report Kenya, November 22, 2017, [CEDAW/C/KEN/CO/8, N1739432.pdf \(un.org\)](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/32/PDF/N1739432.pdf?OpenElement).

²²⁷ Concluding observations on the fifth periodic report of Kuwait, November 22, 2017, [CEDAW/C/KWT/CO/5](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/26/PDF/N1739426.pdf?OpenElement), p. 8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/26/PDF/N1739426.pdf?OpenElement>

²²⁸ Concluding observations on the combined Initial to third reports of the Federated States of Micronesia, March 9, 2017, [CEDAW/C/FSM/CO/1-3](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/062/68/PDF/N1706268.pdf?OpenElement), p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/062/68/PDF/N1706268.pdf?OpenElement>

to which no woman has ever been elected. The Committee is further concerned about the absence of national legislation or policies to promote women's equal representation in the civil service.

31. The Committee recommends that the State party:

(b) Strengthen efforts to address the factors impeding women's political participation and adopt, as a matter of priority, proactive policy measures, such as gender-sensitive training, capacity-building and targeted recruitment of women, and temporary special measures, including quotas with sanctions for non-compliance, to increase the number of women in elected positions and their appointment to senior and management positions in the judiciary, the executive branch of the Government and the public and foreign service.

Monaco (2017)²²⁹

29. The Committee notes with appreciation that the State party has a high number of women among its diplomatic staff, but notes with concern that **women continue to be underrepresented in decision-making positions, including the Council of Government, as well as the National Council, where only 5 out of 24 members are women.** The Committee is of the impression that the State party is not fully aware that the representation of women in political and public life and decision-making positions is influenced by gender bias and a prevalent "glass ceiling".

Nigeria (2017)²³⁰

29. The Committee notes the State party's efforts to improve women's participation in political life, including through the **trust fund established in 2010 to support aspiring women politicians in the elections in 2011.** The Committee also notes the progress made in improving the representation of women in decision making positions, especially within the judiciary. Nevertheless, it remains concerned: (a) That women are still underrepresented in the National Assembly, in senior leadership positions in the **diplomatic service** and at the ministerial level;

30. The Committee recommends that the State party, in line with article 4 (1) of the Convention and the Committee's general recommendations No. 25 and No. 23 (1997) on women in political and public life:

(a) Introduce temporary measures, such as quotas for political appointments and the accelerated recruitment of women to decision-making positions, in order to accelerate their full and equal participation in elected and appointed bodies, including in the National Assembly, in senior leadership positions in the **diplomatic service** and at the ministerial level.

Oman (2017)²³¹

31. The Committee notes the various awareness-raising and training initiatives to **promote the participation of women in political and public life.** It is concerned, however, about the very low participation of women at all levels of decision-making, including within the Government (6.3 per cent), the Consultative Council (1.2 per cent), the Council of State (15.3 per cent on the Sultan's appointment), municipal councils (3.5 per cent), the judiciary (25 per cent), the **diplomatic service** (7.2 per cent of **ambassadors** are women), and the lack of concrete steps to address the underlying causes of women's absence from decision-making, including prevailing social and cultural attitudes.

32. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party adopt measures, including **temporary special measures**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, such as quotas and benchmarks with specific time frames, in

²²⁹ Concluding observations on the combined Initial to third periodic reports of Monaco, November 22, 2017, CEDAW/C/MCO/CO/1-3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/393/96/PDF/N1739396.pdf?OpenElement>

²³⁰ Concluding observations on the combined seventh and eighth periodic reports of Nigeria, July 24, 2017, CEDAW/C/NGA/CO/7-8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/227/55/PDF/N1722755.pdf?OpenElement>

²³¹ Concluding observations on the combined second and third periodic reports of Oman, November 17, 2017, CEDAW/C/OMN/CO/2-3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/02/PDF/N1739402.pdf?OpenElement>

order to achieve women's equal and full participation in political and public life and in decision-making at the local and national levels, including in the Parliament, the judiciary and the **diplomatic service**.

Singapore (2017)²³²

24. The Committee notes the progress made in the representation of women in Parliament, as well as the appointment of the first female President in 2017. Nevertheless, it remains concerned that female candidates face **gender stereotypes in the media and among politicians, and that women continue to be underrepresented in ministerial posts, the judiciary, the police and the diplomatic service, in particular at decision-making levels.**

Thailand (2017)²³³

28. The Committee notes that, in section 90 (3) of the Constitution, it is stipulated that due regard should be given to gender equality in the process of preparing the list of candidates by political parties and that an organic bill on political party is currently being prepared to provide further guidance. It remains concerned, however, **that no temporary special measures have been adopted to date to increase the representation of women in political and public life.** The Committee regrets the absence of women in the National Council for Peace and Order, which has been governing the State party following the coup d'état of May 2014. The Committee is further concerned about the following:

(a) The **low representation of women** in legislative bodies, ministerial posts and local government, as well as in the judiciary, the police force, the **diplomatic service** and academic institutions, in particular at decision-making levels;

29. The Committee reiterates its previous recommendation (CEDAW/C/THA/ CO/5, para. 30) that the State party:

(a) Adopt measures, including **temporary special measures**, in accordance with article 4 (1) 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), in order to guarantee and accelerate the full and equal participation of women at all levels, including in legislative bodies, ministerial posts and local government, as well as in the judiciary, the police force, the **diplomatic service** and academic institutions;

Ukraine (2017)²³⁴

32. The Committee welcomes the State party's efforts to increase the participation of women in political and public life, including the increase in the number of female parliamentarians. It is concerned, however, that women remain significantly underrepresented at the decision-making levels in the Verkhovna Rada, the Government and the **diplomatic service**, owing to persistent traditional and patriarchal attitudes, the lack of effective measures, including temporary special measures, limited access to political networks and insufficient capacity-building.

²³² Concluding observations on the fifth periodic report of Singapore, November 21, 2017, CEDAW/C/SGP/CO/5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/394/56/PDF/N1739456.pdf?OpenElement>

²³³ Concluding observations on the combined sixth and seventh periodic reports of Thailand, July 24, 2017, CEDAW/C/THA/CO/6-7, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/228/03/PDF/N1722803.pdf?OpenElement>

²³⁴ Concluding observations on the eighth periodic report of Ukraine, March 9, 2017, CEDAW/C/UKR/CO/8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N17/062/86/PDF/N1706286.pdf?OpenElement>

2018

Chile (2018)²³⁵

28. The Committee welcomes the significant advances in terms of increasing the participation of women in political and public life, in particular through the adoption of Act No. 20.840. It also welcomes the fact that more women are being appointed to positions in the diplomatic service and in management in public enterprises. Nonetheless, the Committee remains **concerned that structural barriers to and discriminatory stereotypes regarding the engagement of women in political and public life continue to exclude women from elected and appointed decision-making positions**, including in **political parties, the judiciary and academia**. Furthermore, the lack of temporary special measures continues to impede the participation of women, including indigenous women, in decision-making at the State and municipal levels.

29. The Committee reiterates its recommendation to the State party that it fully utilize general recommendation No. 23 (1997) on political and public life, including **by developing guidelines for applying quotas in future elections**. It urges the State party to establish **specific goals and timetables to accelerate the equal participation of women in public and political life at all levels and in international representation** and that it endeavour to create the conditions necessary for achieving such goals. It also calls upon the State party to highlight the importance to society of the full and equal participation of women in leadership positions. The Committee requests the State party to include in its eighth periodic report an evaluation of Act No. 20.840, along with disaggregated data on trends in the participation of women in decision-making, including in the field of diplomacy.

Congo (2018)²³⁶

34. The Committee welcomes the amendment to the Electoral Act, which raised the quota for women candidates in legislative and local elections from 15 to 30 per cent. It also welcomes the increase in the number of women in ministerial and foreign service positions. **The Committee remains concerned, however, that women continue to be underrepresented in decision-making positions in all sectors, including in elected and appointed bodies**. The Committee is also concerned about the delay in the adoption of the bill on parity.

35. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

- (a) Amend the Electoral Act to reject any candidate list that does not respect the newly introduced quota of 30 per cent, to adopt the practice of listing a woman on every two ranks of the electoral lists and to apply penalties for noncompliance with the legislation;
- (b) **Implement temporary special measures** to ensure gender parity in the appointment of women to decision-making positions in the civil and foreign service and in the judiciary.

Cyprus (2018)²³⁷

30. The Committee welcomes the fact that gender parity has been achieved among judges at the national level and notes the increase in the representation of women in decision-making positions in the public

²³⁵ Concluding observations on the seventh periodic report of Chile, March 14, 2018, CEDAW/C/CHL/CO/7, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/070/13/PDF/N1807013.pdf?OpenElement>

²³⁶ Concluding observations on the seventh periodic report of the Congo, November 18, 2018, CEDAW/C/COG/CO/7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/089/68/PDF/N1908968.pdf?OpenElement>

²³⁷ Concluding observations on the eighth periodic report of Cyprus, July 25, 2018, CEDAW/C/CYP/CO/8, p. 6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/238/36/PDF/N1823836.pdf?OpenElement>

service. It further notes that most political parties have introduced quotas to enhance the participation of women in political and public life. It remains, however, concerned that:

(a) Women are still underrepresented in the parliament and municipal councils, in the Cabinet and as mayors, in decision-making **positions in the diplomatic service, and in peace negotiations;**

31. The Committee recommends that the State party:

(a) Strengthen the representation of women in decision-making positions in political life, particularly in the parliament and on municipal councils, in the Cabinet and as mayors, in the **diplomatic service and in peace negotiations**, with a view to reaching the targets and quotas included in the national action plan on gender equality;

Fiji (2018)²³⁸

35. The Committee welcomes the **increased representation of women in political life** and the fact that the Speaker of Parliament is a woman. It is concerned, however, that the participation of women in political life remains modest and that only two women currently work in the diplomatic service of the State party.

Lao People's Democratic Republic (2018)²³⁹

31. The Committee welcomes the **increase in the proportion of women in the National Assembly and in the judiciary and the continued commitment expressed by the State party to increase the participation of women in political decision-making**, as evident in a number of policy measures taken to encourage their participation. However, it remains concerned at the low number of women in decision-making positions at the provincial and local levels, where women constitute only 8 per cent of deputy provincial governors and 6 per cent of district mayors.

32. The Committee recommends that the State party:

- (a) Establish clear procedures for the implementation of temporary special measures, including those outlined in the eighth national five-year socioeconomic development plan, 2016–2020, to ensure gender equality in the appointment of women to decision-making positions in the Government, the foreign service, the judiciary, the police and the military;
- (b) Provide training and capacity-building programmes for women wishing to enter political life or to hold public office at all levels, including at the local level, and in senior management positions;
- (c) Raise awareness among politicians, community leaders and the general public 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 effective implementation of the Convention.

Liechtenstein (2018)²⁴⁰

Participation in political and public life

29. The Committee welcomes the information provided by the State party to the effect that the number of women occupying decision-making positions in the public administration doubled during the reporting period and that gender parity had been achieved in the Government and in the foreign service. However, it remains concerned that the **number of women parliamentarians decreased considerably following the most recent legislative elections and that the level of representation of women at the municipal level is low**. The Committee is also concerned that the measures proposed to increase the political representation of women are of a voluntary nature and depend on the willingness of political

²³⁸ Concluding observations on the fifth periodic report of Fiji, March 14, 2018, CEDAW/C/FJI/CO/5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/070/19/PDF/N1807019.pdf?OpenElement>

²³⁹ Concluding observations on the combined eighth and ninth periodic reports of the Lao People's Democratic Republic, November 14, 2018, CEDAW/C/LAO/CO/8-9, [N1837864.pdf \(un.org\)](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/378/64/PDF/N1837864.pdf?OpenElement)

²⁴⁰ Concluding observations on the fifth periodic report of Liechtenstein, December 3, 2018, CEDAW/C/LIE/CO/5/Rev.1, p. 4, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/411/11/PDF/N1841111.pdf?OpenElement>

parties to assume their responsibilities. The Committee welcomes the commitment of political parties to ensuring gender parity in their electoral lists.

Macedonia, Former Yugoslav Republic of (2018)²⁴¹

29. The Committee is concerned that:

(a) Women are still **underrepresented** in the Assembly, the Cabinet and municipal councils, among mayors, in decision-making positions in the **foreign service** and in the judiciary;

30. The Committee recommends that the State party:

(b) Adopt targeted measures, including temporary special measures, such as a gender parity system, for the accelerated recruitment and appointment of women to decision-making positions in public administration, including the **diplomatic service**.

Malaysia (2018)²⁴²

29. The Committee welcomes the announcement made by the Prime Minister of Malaysia in December 2017 to adopt a **minimum quota of 30 per cent for women's representation** as Senators in the Upper House of Parliament. However, the Committee is concerned that women **continue to be underrepresented in all areas of political and public life**, including in Parliament, the cabinet, local government, the judiciary and the diplomatic service, particularly in decision-making positions. It also regrets the underrepresentation of women from marginalized groups in all areas of political and public life, such as women with disabilities, indigenous women, and ethnic minority women.

30. The Committee recommends that the State party:

(a) **Adopt measures, including temporary special measures, in accordance with article 4 (1) of the Convention and in line with 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, in order to guarantee and accelerate the full and equal participation of women at all levels, including in legislative bodies, ministerial posts and local government, the judiciary, and the diplomatic service;**

Nepal (2018)²⁴³

28. The Committee notes with appreciation the introduction of constitutional provisions on the representation of women in all State bodies and in the Federal Parliament. It is **concerned, however, about the following:**

(a) The underrepresentation of women in the judiciary, law enforcement and the **foreign service**.

29. The Committee recommends that the State party, in line with its general recommendation No. 23 (1997) on women in political and public life:

(a) Adopt targeted measures, including targeted scholarships, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25, to achieve substantive equality between women and men in the judiciary, law enforcement and the **diplomatic service**, in particular at the decision-making level.

²⁴¹ Concluding observations on the sixth periodic report of the former Yugoslav Republic of Macedonia, November 14, 2018, CEDAW/C/MKD/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/378/27/PDF/N1837827.pdf?OpenElement>

²⁴² Concluding observations on the combined third to fifth periodic reports of Malaysia, March 14, 2018, CEDAW/C/MYS/CO/3-5, p. 9, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMYS%2FCO%2F3-5&Lang=en

²⁴³ Concluding observations on the sixth periodic report of Nepal, November 14, 2018, CEDAW/C/NPL/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/378/89/PDF/N1837889.pdf?OpenElement>

Palestine, State of (2018)²⁴⁴

30. The Committee notes the progress made in the State party with regard to increasing the representation of women in decision-making positions in political life, such as the adoption of Decree Law No. 1 of 2007, which provides for a quota stipulating that a minimum of 30 per cent of candidates standing for election must be women, and the Law No. 10 of 2005 on local elections, which provides for a minimum quota stipulating that 20 per cent of the candidates in local-level elections must be women. However, **the Committee remains concerned that women are still underrepresented at decision-making levels, including in local government, trade unions, the foreign service and the judiciary.**

31. The Committee recommends that the State party:

- (a)** Ensure the implementation of temporary special measures, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 and general recommendation No. 23 (1997) on women in political and public life, in particular the establishment of a mechanism to monitor compliance with the quota of a minimum of 30 per cent representation of women in all institutions in the State party, including in appointed and elected positions, in particular in local government, trade unions, senior leadership positions, the foreign service and the judiciary;
- (b)** Conduct awareness-raising campaigns for politicians, community and religious leaders, the media and the general public on the importance of the participation of women in political life and decision-making positions;
- (c)** Build the capacity of women candidates, including by seeking technical assistance from the international community, to enable them to compete effectively in elections, and provide incentives for political parties to nominate equal numbers of women and men to stand for election.

Saudi Arabia (2018)²⁴⁵

39. The Committee welcomes the appointment of women to the Shura Council, in line with the 20 per cent quota, and the adoption of the Municipal Councils Act (2014), which entitles women to vote in municipal council elections and be elected to the councils. **It is concerned, however, about the very low participation of women at all levels of decision-making**, including within the Government, the Shura Council, municipal councils, the judiciary and the diplomatic service, and the lack of measures taken to address its underlying causes, including prevailing social and cultural attitudes.

40. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party: **(a) Adopt measures, including temporary special measures**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, such as increasing quotas and setting benchmarks with specific time frames, in order to promote the equal and full participation of women in political and public life and in decision-making at the national and local levels, including the Government, the Shura Council, municipal councils, the judiciary and the **diplomatic service.**

Suriname (2018)²⁴⁶

30. The Committee notes with appreciation the efforts of the State party to **promote women's political participation**, as well as the slight increase in the participation of women in political life at the district and local levels and in the diplomatic service. Nonetheless, the Committee reiterates its previous concern (CEDAW/C/SUR/CO/3, para. 25) about the **significant underrepresentation of women in political and**

²⁴⁴ Concluding observations on the initial report of the State of Palestine, July 25, 2018, CEDAW/C/PSE/CO/1, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/238/06/PDF/N1823806.pdf?OpenElement>.

²⁴⁵ Concluding observations on the combined third and fourth periodic reports of Saudi Arabia, March 14, 2018, CEDAW/C/SAU/CO/3-4, p. 11, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/070/62/PDF/N1807062.pdf?OpenElement>

²⁴⁶ Concluding observations on the combined fourth to sixth periodic reports of Suriname, March 14, 2018, CEDAW/C/SUR/CO/4-6, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/070/68/PDF/N1807068.pdf?OpenElement>

public life, in particular in decision-making positions, including in the National Assembly and the Council of Ministers.

31. Recalling 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 realization of the human rights of women, the Committee recommends that the State party:

- (a) Adopt a comprehensive strategy to **promote the participation of women in political and public life at all levels**, including through the adoption of statutory quotas for political appointments, the **accelerated recruitment of women to decision-making positions and offering financial incentives for political parties that include an equal number of women and men in their electoral lists**;
- (b) Promote definitive support for women who **stand for election and their political campaigns for election through awareness-raising measures among political leaders and the general public**, capacity-building and campaign financing;

Tajikistan (2018)²⁴⁷

31. The Committee commends the State party for establishing leadership schools for women and introducing modest quotas for women in the civil service. It is concerned, however, about the **low level of participation of women in the Majlisi Oli (6.3 per cent), ministerial positions (8 per cent) and positions in the judiciary, foreign service and local administration, as well as in decision-making positions across all sectors**.

32. The Committee recommends that the State party: (a) Introduce and implement temporary special measures, such as quotas for political appointments, to accelerate the equal representation of women and men in all areas of public and political life, in particular in decision-making positions, at the national and local levels and in the **foreign service**, and allocate adequate resources for the implementation of such measures;

Turkmenistan (2018)²⁴⁸

26. The Committee regrets the extremely low levels of the **participation of women in political and public life in the State party**, in particular in decision-making positions, including within the parliament, academia, the public sector, the diplomatic service and provincial, district and municipal councils. It is also concerned about reports that women are prohibited from taking higher-level positions and running in presidential elections.

²⁴⁷ Concluding observations on the sixth periodic report of Tajikistan, November 14, 2018, CEDAW/C/TJK/CO/6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/378/38/PDF/N1837838.pdf?OpenElement>

²⁴⁸ Concluding observations on the fifth periodic report of Turkmenistan, July 25, 2018, CEDAW/C/TKM/CO/5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N18/237/94/PDF/N1823794.pdf?OpenElement>

2019

Antigua and Barbuda (2019)²⁴⁹

Participation in political and public life and decision-making

31. The Committee commends the State party on the **increased representation of women in decision-making positions in political life**, since the general elections of 2018. It notes, however, that women are still underrepresented in decision-making positions in the public and private sectors, including in the Cabinet, the House of Representatives, the civil and foreign services, the judiciary and the police service. The Committee is also concerned about the absence of measures, including statutory quotas, to promote the participation of women in political and public life and about reports of the harassment of women in political and public life by male politicians, political commentators and media practitioners.

32. The Committee recommends that the State party:

- (a) Introduce temporary special measures, such as quotas, for political appointments and the accelerated recruitment of women to decision-making positions, in order to accelerate their full and equal participation in elected and appointed bodies;
- (b) Provide **training and capacity-building programmes for women** who wish to enter into political life or to hold public office;
- (c) Enhance the capacity of **media practitioners to refrain from perpetuating discriminatory gender stereotypes of women in political and public life** and to ensure that women and men who stand for election and who serve as elected representatives receive equal visibility in the media, **especially during periods leading up to elections**;
- (d) Raise awareness among politicians, the media and the general public 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 effective implementation of the Convention and the political stability and economic development of the country.

Austria (2019)²⁵⁰

27. The Committee recommends that the State party:

(d) Establish legislated quotas for the equal representation of women and men in all appointed and elected positions in the State party, in particular in local government, senior leadership positions, the armed forces, **the foreign service and the judiciary**, and encourage the trade unions to do the same.

Bosnia and Herzegovina (2019)²⁵¹

29. The Committee reiterates its concerns about: **(e)** The lack of training on political leadership, negotiation and campaigning skills for women candidates and the limited representation of women in the State party in the foreign service, the judiciary and **international organizations**.

²⁴⁹Concluding observations on the combined fourth to seventh periodic reports of Antigua and Barbuda, March 14, 2019, CEDAW/C/ATG/CO/4-7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/072/20/PDF/N1907220.pdf?OpenElement>

²⁵⁰Concluding Observations on the ninth periodic report of Austria (CEDAW/C/AUT/CO/9) <https://documents.un.org/doc/undoc/gen/n19/236/80/pdf/n1923680.pdf?token=HhtMdQJVw9gmSWqC3z&fe=true>

²⁵¹Concluding observations on the sixth periodic report of Bosnia and Herzegovina, November 12, 2019, CEDAW/C/BIH/CO/6, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/365/54/PDF/N1936554.pdf?OpenElement>

Botswana (2019)²⁵²

31. The Committee welcomes the State party's achievements in attaining a 42 per cent representation of women in the public sector. It is concerned, however, about the following: (a) **The low representation of women in Parliament, the House of Chiefs and local government as well as in decision-making positions, in particular in higher courts and at the international level;** (b) **The systematic barriers such as negative cultural attitudes and the absence of a quota system in Parliament;** (c) **The limited impact of existing capacity-building programmes** for women who stand for election.

Cabo Verde (2019)²⁵³

25. The Committee notes the increased number of women in parliament and municipal assemblies and that the proportion of women holding positions of legislative and executive representatives, directors and executive managers is 43.3 per cent. The Committee, however, notes the following with concern:

- (e) **The limited representation of women in diplomatic posts, international organizations and the judiciary;**

26. **The Committee, recalling its general recommendation No. 23 (1997) on women in political and public life, recommends that the State party:**

- (a) Conduct awareness-raising campaigns for politicians, community leaders, the media and the public on the importance of the participation of women in political life and their representation in decision-making positions;
- (b) **Increase, in a sustained manner, the representation of women in government, diplomatic posts, international organizations and the judiciary, in particular at decision-making levels;**

Cambodia (2019)²⁵⁴

30. The Committee welcomes the information provided by the State party's delegation that there was an increase in the number of women holding the position of commune council chief and deputy chief, of 8 and 14 per cent, respectively, in 2018. Nevertheless, the Committee notes that such **levels remain low and regrets that women continue to be underrepresented in legislative bodies, ministerial posts and local governments, as well as in the judiciary, the police force, the foreign service and academic institutions, particularly at the decision-making level.** It also regrets the lack of representation of women belonging to ethnic minority groups and indigenous women in political and public life. 31. The Committee recommends that the State party:

- (a) Adopt measures, including temporary special measures, such as quotas, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) and general recommendation No. 23 (1997) on women in political and public life, **in order to accelerate the full and equal participation of women in political and public life, including in legislative bodies, ministerial posts and local governments, as well as in the judiciary,** the CEDAW/C/KHM/CO/6 10/16 19-19547 police force, the foreign service and academic institutions, particularly at the decision-making level;
- (b) Create an enabling environment for the participation of women in political and public life, in particular with regard to women belonging to ethnic minority groups, indigenous women and women with disabilities, including by raising awareness among political leaders and the general public that the full, 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 rights of women.

²⁵² Fourth periodic report Botswana, 2019, CEDAW/C/BWA/CO/4, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/071/79/PDF/N1907179.pdf?OpenElement>.

²⁵³ Concluding observations on the ninth periodic report of Cabo Verde, July 30, 2019, CEDAW/C/CPV/CO/9, p. 7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/236/86/PDF/N1923686.pdf?OpenElement>

²⁵⁴ Concluding observations on the sixth periodic report of Cambodia, November 12, 2019, CEDAW/C/KHM/CO/6, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/363/06/PDF/N1936306.pdf?OpenElement>

Côte d'Ivoire (2019)²⁵⁵

33. The Committee notes that a draft law will be presented to the National Assembly on 17 July 2019 that would provide for a minimum of 30 per cent representation of women on the electoral lists of political parties. It is, however, concerned about the following:

- (a) **The underrepresentation of women in decision-making** positions in the State party, in particular in executive and legislative bodies at the national, regional and municipal levels, in the civil service, the **foreign services, the judiciary** and the police service (CEDAW/C/CIV/4, figure 1);
- (b) The limited scope of the draft quota, and the fact that it would apply to candidates and not elected positions, that it is limited to 30 per cent and that it provides incentives rather than sanctions; (c) The limited impact of awareness-raising campaigns and the lack of information on existing capacity-building programmes for women electoral candidates.

34. The Committee recalls its previous concluding observations (CEDAW/C/CIV/CO/1-3, para. 35) and recommends that the State party:

- (a) Adopt a law on gender parity, with a view to ensuring **equal representation of women** in all areas of political and public life;
- (b) Expedite, as an interim measure, the adoption of the draft law on a minimum quota of 30 per cent for women on electoral lists and undertake measures aimed at ensuring the election of as many women as possible;
- (c) Strengthen awareness-raising campaigns on the importance of women's participation in political life, especially in decision-making positions (CEDAW/C/CIV/Q/4/Add.1, para. 42), and of leadership training for women who wish to stand for election or hold public office.

Ethiopia (2019)²⁵⁶

27. The Committee welcomes the measures taken to **increase the participation of women**, including in the parliament, and improve gender parity in the Cabinet through the appointment of the first female President, as well as the appointment of women as President of the Federal Supreme Court and Chair of the National Electoral Board. The Committee is concerned, however, that women are still underrepresented in permanent positions of the civil service, managerial positions and in the diplomatic and the judicial service.

28. The Committee recommends that the State party:

- (a) Continue to make sure that **temporary special measures** are implemented, in line with article 4 (1) of the Convention, the Committee's general recommendation No. 25 (2004) on temporary special measures and general recommendation No. 23 (1997) on women in political and public life and **enhance the enforcement of such measures, in particular in the civil service, managerial positions and the diplomatic and the judicial service**;
- (c) Improve the representation of women at the international level and in **diplomatic positions**.

29. The Committee welcomes the adoption of Proclamation No. 1113/2019 on civil society organizations of 5 February 2019. However, the Committee is concerned, inter alia, **about limitations of the scope of the activities of international non-governmental organizations** and the existence of **administrative obstacles** under the new law.

30. The Committee recommends that the State party ensure that civil society organizations, including **women human rights defenders and activists, are able to freely carry out their work** of protecting women's human rights.

²⁵⁵ Concluding observations on the fourth periodic report of Côte d'Ivoire, July 30, 2019, CEDAW/C/CIV/CO/4, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/237/04/PDF/N1923704.pdf?OpenElement>

²⁵⁶ Concluding observations on the eighth periodic report of Ethiopia, March 14, 2019, CEDAW/C/ETH/CO/8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/072/14/PDF/N1907214.pdf?OpenElement>

Guyana (2019)²⁵⁷

31. The Committee takes note of the constitutional guarantee of equality between the sexes and welcomes the 40 per cent representation of women in the Cabinet. It notes with concern, however, the lack of measures taken by the State party to achieve equal representation of women and men in political and public life since the Committee's previous concluding observations. It is also concerned about the following:

(b) The limited representation of women in ministerial positions (23.5 per cent, with the majority being junior ministers), local government (30 per cent), regional democratic councils (30 per cent) and the armed forces, police and **ambassadorial posts**.

Iraq (2019)²⁵⁸

26. The Committee recommends that the State party: (a) Continue to implement temporary special measures, in line with article 4 (1) of the Convention, **the Committee's general recommendation No. 25 and the Committee's general recommendation No. 23 (1997) on women in political and public life, to achieve the equal representation of women and men, including in high-level positions, the civil service, the diplomatic service and the judicial service.**

Kazakhstan (2019)²⁵⁹

29. The Committee welcomes the **increased representation of women in the judiciary and at different levels of the executive branch and the increased participation of women in political parties**. The Committee is concerned, however, about the following:

(a) The postponement to 2030 of the full realization of the State party's goal of 30 per cent representation of women in decision-making posts, in contrast with its previous gender equality strategy, which included a goal of 30 per cent representation by 2016, and target 5.5 of the Sustainable Development Goals aimed at achieving parity in decision-making;

(b) The severe underrepresentation of women at the ministerial level, in the **foreign service**, in the armed forces and in local administrations;

30. The Committee recalls its previous recommendation (CEDAW/C/KAZ/CO/3–4, para. 23) to accelerate the full and equal participation of women in decision-making positions of elected and appointed bodies, in particular in ministries, the Senate, **the foreign service**, the armed forces and local administrations and representative bodies.

Lithuania (2019)²⁶⁰

28. The Committee welcomes the **high level of representation of women in the civil service** of the State party. It notes that, at the deputy minister level, the percentage of women stood at 42 per cent and that the percentage of women among Lithuanian **Members of the European Parliament** has increased to 27 per cent. It also notes the measures adopted by the State party to promote the participation of women in political life, such as the organization of events on female leadership, work-life balance initiatives and promoting a women-friendly work environment. However, the Committee is concerned that only 1 in 14 ministers is a woman and that only one political party implemented voluntary quotas for the nomination of women candidates for the recent national elections. Finally, the Committee notes the explanation by the State party that barriers preventing access for women to public decision-making positions have been decreasing, albeit not as quickly as desired.

²⁵⁷ Concluding observations on the ninth periodic report of Guyana, (CEDAW/C/GUY/CO/9)

<https://documents.un.org/doc/undoc/gen/n19/236/74/pdf/n1923674.pdf?token=D86132JzsPRLE6HOsD&fe=true>

²⁵⁸ Seventh periodic report 2019 Iraq, CEDAW/C/IRQ/CO/7, [N1936333.pdf \(un.org\)](https://documents.un.org/doc/undoc/gen/n19/363/333/pdf/n1936333.pdf?OpenElement).

²⁵⁹ Concluding observations on the fifth periodic report of Kazakhstan, November 12, 2019, CEDAW/C/KAZ/CO/5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/363/18/PDF/N1936318.pdf?OpenElement>

²⁶⁰ Concluding observations on the sixth periodic report of Lithuania, November 12, 2019, CEDAW/C/LTU/CO/6, p. 6, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/363/00/PDF/N1936300.pdf?OpenElement>

29. Reiterating its previous recommendations (CEDAW/C/LTU/CO/5, para. 29), the Committee recommends that the State party strengthen its efforts **to increase the representation of women in political life and adopt temporary special measures**, including quotas for female candidates of political parties and heads of municipalities, **to increase the participation of women**, in particular rural women, women belonging to ethnic minority groups and women with disabilities, in political and public life, **including in relation to women obtaining the highest diplomatic status and women having diplomatic status** engaged in national representation, and in municipalities, in line with its general recommendation No. 23 (1997) on women in political and public life.

Mozambique (2019)²⁶¹

29. The Committee appreciates the increase in the representation of women in political life, including the number of women parliamentarians and ministers. Nevertheless, it is concerned that **gender parity has not been achieved in such positions, nor in the judiciary nor the foreign service**. The Committee is particularly concerned that women in rural areas face barriers such as transportation costs and childcare responsibilities that prevent them from participating in the district consultative councils, the existence of quotas for their representation notwithstanding. Furthermore, it regrets the lack of data on the number of women in the police and the armed forces.

Qatar (2019)²⁶²

31. The Committee notes with satisfaction the increasing number of women who participate in political and public life in the State party, as well as the adoption of Emiri Decree No. 22 of 2017, providing for the appointment of women to the Advisory Council for the first time. The Committee notes with concern, however, that:

(c) Women are underrepresented in central municipal councils, ministerial positions and decision-making positions in the **foreign service**, the judiciary and the legal profession.

32. Recalling its previous concluding observations (ibid., para. 28), the Committee recommends that the State party:

(e) Remove structural barriers to access by women to decision-making positions **in the judiciary, the foreign service** and the Government, including ministerial portfolios that are traditionally dominated by men.

Serbia (2019)²⁶³

27. The Committee commends the appointment of the State party's first woman Prime Minister, in 2017. It also welcomes the establishment of the Women's Parliamentary Network. The Committee is concerned, however, that:

(a) Women are severely underrepresented in local administration, with only 9 of 169 municipalities having women as mayors, as well as in the **foreign service**, in the **armed forces** and in decision-making positions across all sectors;

(b) There are **no women military attachés in the diplomatic corps**;

28. The Committee recommends that the State party:

(a) Accelerate the equal representation of women, including Roma women and women with disabilities, in all areas of political and public life, in particular in **decision-making positions, at the national and local levels, and in the armed forces and foreign service, and allocate adequate resources for the implementation of such measures**.

²⁶¹ Concluding observations on the combined third to fifth periodic reports of Mozambique, July 30, 2019, CEDAW/C/MOZ/CO/3-5, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/236/98/PDF/N1923698.pdf?OpenElement>

²⁶² Concluding observations on the second periodic report of Qatar, July 30, 2019, CEDAW/C/QAT/CO/2, p. 10, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/237/29/PDF/N1923729.pdf?OpenElement>

²⁶³ Concluding observations on the fourth periodic report of Serbia, March 14, 2019, CEDAW/C/SRB/CO/4, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/071/73/PDF/N1907173.pdf?OpenElement>

Seychelles (2019)²⁶⁴

21. The Committee notes with concern the limited understanding within the State party of the nature and importance of temporary special measures for accelerating the achievement of the substantive equality of women and men, and the absence of a strategy for formulating, adopting and implementing such measures.

22. In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee reiterates its previous recommendation (CEDAW/C/SYC/CO/1-5, para. 19) and further recommends that the State party: (b) Intensify efforts to raise awareness among government officials, parliamentarians, employers and the general public about the non-discriminatory nature and importance of temporary special measures for the achievement of the substantive equality of women and men in all areas in which women are underrepresented or disadvantaged, **including in the parliament and in the foreign service.**

31. The Committee welcomes the **increased representation of women in leadership positions in the State party**, in particular in the Cabinet of Ministers, where 5 out of 10 ministers are women, and the fact that the Designated Minister, the Chief Justice and the Governor of the Central Bank are all women. It remains concerned, however, that women remain underrepresented at the decision-making level of political life, including in the parliament, the foreign service and academic leadership positions.

United Kingdom and Northern Island (2019)²⁶⁵

37. The Committee welcomes the increasing number of women who are represented in Parliament, the judiciary and the police force. Nevertheless, the **Committee remains concerned** about the underrepresentation of women in political and public life, in particular in Northern Ireland, and the low representation of “Black, Asian and Minority Ethnic” women and women cent representation of women in non-executive positions on the boards of certain public bodies by December 2022, the Committee remains concerned about the inadequacy of measures adopted by the State party to accelerate the representation of women in all areas of political and public life throughout the whole of the State party’s territory.

38. The Committee recommends that the State party take specific targeted measures, including **temporary special measures, to improve the representation of women, including “Black, Asian and Minority Ethnic” women and women with disabilities**, in Parliament, **the judiciary and decision-making positions in the foreign service and its diplomatic missions.** It calls upon the State party to take measures to address the low representation of women in political and public life in Northern Ireland, including by ensuring the implementation of section 43 A of the Sex Discrimination (Northern Ireland) Order 1976 enabling the use of gender quotas.

²⁶⁴ Concluding observations on the sixth periodic report of Seychelles, November 12, 2019, CEDAW/C/SYC/CO/6, p. 5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/363/12/PDF/N1936312.pdf?OpenElement>

²⁶⁵ Concluding observations on the eighth periodic report of the United Kingdom and Northern Island, March 14, 2019, CEDAW/C/GBR/CO/8, [N1907208.pdf \(un.org\)](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N19/072/08/PDF/N1907208.pdf?OpenElement)

2020

Bulgaria (2020)²⁶⁶

27. The Committee notes with concern:

(a) The fact that women, in particular women with disabilities and Roma women, continue to be underrepresented in the parliament, ministerial positions, decision-making positions at the municipal level and high-ranking posts in the **foreign service**;

28. The Committee recommends that the State party:

(b) Take temporary special measures, **such as statutory quotas and a gender parity system in the public and foreign services**, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, to increase the representation of women in the parliament, ministerial positions, the judiciary and the public and **foreign services**.

Eritrea (2020)²⁶⁷

29. The Committee welcomes the increase in women's representation on village and local councils and **the increase in the number of women who are judges**. It remains concerned, however, that women **remain underrepresented in the National Assembly, the Government and the judiciary**, especially at the decision-making level, and also at the international level and in diplomatic positions. The Committee reiterates its previous concern (CEDAW/C/ERI/CO/5, para. 24) about the absence of free, regular and fair elections to the National Assembly and other regional bodies. It also notes with concern the obstructions to the free exercise by political bodies and associations of their rights.

Latvia (2020)²⁶⁸

29. The Committee welcomes the progress made by the State party in promoting women's participation, including at the decision-making level, in, among others, the civil service, the judicial system, elected posts at the local, national and European levels and the diplomatic corps. However, the Committee is concerned that **women's participation in political and public life and decision-making remains insufficient**, in particular with regard to the most disadvantaged groups of women, and that vertical gender segregation persists in many areas.

30. Reiterating its previous recommendations (A/59/38, part two, para. 62), the Committee recommends that the State party **strengthen its efforts to increase the representation of women in political life at the decision-making level** in both elected and appointed governmental bodies and adopt temporary special measures, including requiring political parties to introduce quotas for women candidates, to increase the participation of women, in particular rural women, women belonging to ethnic minority groups and women with disabilities, in political and public life, in line with its general recommendation No. 23 (1997) on women in political and public life.

Moldova (2020)²⁶⁹

26. The Committee notes the amendments to the Electoral Code and the Law on Political Parties and reiterates its appreciation of the 40 per cent quota for women candidates on political parties' electoral

²⁶⁶ Eighth periodic report 2020 Bulgaria, CEDAW/C/BGR/CO/8, [N2006219.pdf \(un.org\)](#).

²⁶⁷ Concluding observations on the sixth periodic report of Eritrea, March 10, 2020, CEDAW/C/ERI/CO/6, p. 8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/062/69/PDF/N2006269.pdf?OpenElement>

²⁶⁸ Concluding observations on the combined fourth to seventh periodic reports of Latvia, March 10, 2020, CEDAW/C/LVA/CO/4-7, p. 9, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/062/06/PDF/N2006206.pdf?OpenElement>

²⁶⁹ Concluding observations on the sixth periodic report of the Republic of Moldova, March 10, 2020, CEDAW/C/MDA/CO/6, p. 5, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/062/63/PDF/N2006263.pdf?OpenElement>

lists. **It is concerned, however, that only 26 women candidates were elected in the parliamentary elections in 2019, accounting for 25.7 per cent of all parliamentarians.** The Committee notes with particular concern:

(a) The hate speech against women and discriminatory gender stereotypes in political discourse, which hamper the participation of women in political and public life;

(b) The low representation of women at the decision-making level, including in the civil service, the **foreign service** and in the security and defence forces;

27. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:

(a) Adopt a law on hate speech and enhance the protection of women from hate speech, including through awareness-raising campaigns among politicians, monitor the use of discriminatory stereotypes and sexist language in political discourse and ensure effective remedies for victims;

(b) Adopt temporary special measures in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, including statutory quotas for the representation of women in decision-making positions in the civil service, the **foreign service** and in the security and defence forces.

Pakistan (2020)²⁷⁰

35. The Committee notes that the Election Commission of Pakistan developed a strategic plan for the period 2014–2017 to promote the participation of women in political life. However, it reiterates its concern:

(a) That the level of participation of women in political and public life is low, especially in decision-making positions and in provincial and local administrations, as well as in the **diplomatic service**.

²⁷⁰ Concluding observations on the fifth periodic report of Pakistan, March 10, 2020, [CEDAW/C/PAK/CO/5](https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/062/12/PDF/N2006212.pdf?OpenElement), <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/062/12/PDF/N2006212.pdf?OpenElement>

2021

South Sudan (2021)²⁷¹

32. The Committee welcomes the provisions in the Revitalized Agreement that, complementing the Transitional Constitution, **promote the participation of women in political and public life and establish a quota of 35 per cent for the representation of women to that end.** It remains concerned, however, that the quota has not been met in the Transitional National Legislative Assembly, the Council of States, the Government, the judiciary, the civil service or the foreign service. The Committee is concerned about reports that women in decision-making positions often experience hostile environments owing to gender-based discrimination, which obstructs their exercise of freedom of expression and freedom of assembly and discourages their participation in political and public life.

33. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

- (a)** Expedite the adoption of the affirmative action bill of 2021, establishing a mechanism to monitor compliance with the quota of a minimum of 35 per cent representation of women in all governance structures in the State party, including in elected and appointed positions, in particular at decision-making levels, at both the national and subnational levels of government and in the civil service, the **foreign service**, the judiciary, the military, peacebuilding and transitional justice mechanisms, the distribution of humanitarian and emergency assistance, and traditional leadership structures.

²⁷¹ Concluding observations on the initial report of South Sudan, November 21, 2021, CEDAW/C/SSD/CO/1, <https://digitallibrary.un.org/record/3951741?ln=en>.

2022

Armenia (2022)²⁷²

12. The Committee highlights as critical the **meaningful and inclusive participation of women at all stages of peace and reconstruction processes** so that women's priorities and experiences of the armed conflict are fully integrated into those processes, as required under the Convention and Security Council resolution 1325 (2000), with a view to achieving a lasting peace. The Committee recalls its general recommendation No. 30 and recommends that the State party:

(c) Ensure that **women from diverse backgrounds, including those belonging to ethnic minorities, internally displaced women and women in a refugee-like situation, are able to participate** in a meaningful and inclusive manner in all stages of the peace process and in all reconstruction initiatives, in particular with regard to the implementation of the second national action plan for the implementation of Security Council resolution 1325 (2000);

22. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Adopt temporary special measures and **establish time-bound targets to accelerate the achievement of substantive equality between women and men** in all areas covered by the Convention in which women are underrepresented or disadvantaged, in both the public and private sectors, **especially at the decision-making level**, and with particular attention paid to rural women, internally displaced women, women in a refugee-like situation, women belonging to ethnic minorities and women with disabilities;

(b) **Establish mechanisms to monitor the implementation** of such measures and assess their impact in terms of achieving substantive equality between women and men, and introduce appropriate penalties for non-compliance;

30. The Committee recommends that the State party:

(a) Introduce targeted measures, including temporary special measures, in line with article 4 (1) of the Convention and general recommendation No. 25, such as **increased quotas and targeted campaign financing**, to increase the representation of women at all levels of the Government, in the National Assembly, the judiciary, academia, the **foreign service and international organizations**, in particular at decision-making levels; [...]

(e) **Introduce preferential recruitment of women to the foreign service and its diplomatic missions.**

Azerbaijan (2022)²⁷³

13. [...] The Committee is also concerned that **women are not fully engaged in post-conflict restoration processes**. The Committee is further concerned about the insufficient involvement of international organizations in post-conflict reconstructions.

14. The Committee highlights the **importance of the meaningful and inclusive participation of women at all stages of peace and reconstruction processes**, to ensure the full integration of women's priorities and experiences of the conflict, as required under the Convention and Security Council resolution 1325 (2000), to ensure lasting peace. The Committee recalls its general recommendation No.30 (2013) on women in conflict prevention, conflict and post-conflict situations, and recommends that the State party expedite the finalization and adoption of its draft national action plan on the

²⁷² Concluding observations on the seventh periodic report of Armenia, November 1, 2022, CEDAW/C/ARM/CO/7.

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

²⁷³ Concluding observations on the sixth periodic report of Azerbaijan, July 12, 2022, CEDAW/C/AZE/CO/6.

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

implementation of Security Council resolution 1325 (2000) on women and peace and security, in cooperation with representatives of women's civil society organizations, to ensure:

(e) Integrating cooperation, technical assistance, and capacity building of international organizations to expedite post-conflict restoration and fully integrate women in it.

27. The Committee notes with appreciation the notable increase in women who were elected during the municipal elections in December 2019 (38.8 per cent). It remains concerned, however, that **women are still underrepresented in decision-making positions, including in the National Assembly, academia, the judiciary, the public service and the foreign service.**

28. Recalling its general recommendation No. 23, the Committee recommends that the State party:

(a) Amend its electoral law to introduce targeted measures, including temporary special measures, in line with article 4 (1) of the Convention and general recommendation No. 25, such as **increased quotas and targeted campaign financing, to increase the representation of women at all levels of government,** in the National Assembly, the judiciary, academia and the foreign service, in particular at decision-making levels;

(b) Introduce measures to combat negative attitudes and discriminatory behaviours towards women in politics, including awareness-raising and educational campaigns in schools, the National Assembly and among the general public;

(c) Introduce **preferential recruitment of women to the civil service and the foreign service,** with particular attention to disadvantaged and marginalized groups of women.

Belgium (2022)²⁷⁴

37. The Committee notes that women represent 41 per cent of elected Members of the Federal Parliament, 44 per cent of regional parliamentarians, 40 per cent of elected local representatives in the Flemish Region and the Walloon Region, and 50 per cent in the Brussels-Capital Region. The Committee notes with concern, however, that apart from the Walloon regional level (44.4 per cent), the proportion of women occupying the highest administrative positions was only 11.1 per cent at the federal level, 18.2 per cent at the Flemish regional level, and 28.6 per cent at the Brussels Capital level in 2017; that the percentage of **women in ambassadorial positions in the foreign service** was 12.4 per cent in 2022; and that the number of women on boards of directors of autonomous public companies and listed companies was 26.8 per cent in 2017.

38. Recalling its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee recommends that the State party: (b) Adopt targeted measures, including temporary special measures such as preferential recruitment and promotion of women applicants, to achieve gender parity in appointed public positions, including positions in the public administration, **foreign service** and the judiciary, especially at the decision-making level.

63. The Committee calls upon the State party to **use the Beijing Declaration and Platform for Action** and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.

Bolivia (2022)²⁷⁵

21. The Committee commends the State party for its legal framework to address harassment of and violence against women in politics and the measures taken to ensure parity and alternation, including the creation of the Gender Unit and the Democratic Parity Observatory under the Supreme Electoral Court.

²⁷⁴ Concluding observations on the eighth periodic report of Belgium, November 1, 2022, CEDAW/C/BEL/CO/8.

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

²⁷⁵ Concluding observations on the seventh periodic report of the Plurinational State of Bolivia, July 12, 2022, CEDAW/C/BOL/CO/7.

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

It also notes that, despite a slight decrease in the proportion of women in the Chamber of Deputies, **their representation still meets the parity target**. The Committee notes with concern:

(a) The **underrepresentation of women in decision-making positions in the Government and the judiciary**, and the lack of information on measures taken to increase the representation of women in decision-making positions in the private sector.

22. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) **Adopt measures to increase the representation of women**, including indigenous women and women of African descent, in decision-making positions in the Government, the judiciary and the private sector.

Dominican Republic (2022)²⁷⁶

26. In line with its general recommendation No. 223 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Pursue sustained policies aimed at achieving **women's full and equal participation in political and public life**, in particular at decision-making levels;

(b) Conduct awareness-raising campaigns aimed at politicians, members of the Central Electoral Board, judges of the Supreme Electoral Tribunal, and members of the media and the general public to enhance the understanding 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 for achieving political stability and economic development in the State party;

(c) Amend Law No. 33-18 on Political Parties, Groupings and Political Movements and Law No. 15-19 on the Electoral System to **expand the mandatory application of gender quota** to elected positions and to provide financial incentives to political parties that allow for training and investment in campaign-funding for female candidates;

(d) Adopt effective mechanisms to **monitor and control compliance with the electoral gender quota**, including sanctions for non-compliance by political parties and electoral bodies;

(e) **Pursue parity in appointed public positions**, including positions in public administration and in the composition of high courts.

Finland (2022)²⁷⁷

27. The Committee welcomes the high percentage of women in the State party's parliament (45.5 per cent), among the State party representatives in the **European Parliament** (57.1 per cent) and as **ambassadors** in the civil service (50 per cent). The Committee notes with concern, however, that: (d) Women are underrepresented in high-ranking roles in the **defence forces**.

Gabon (2022)²⁷⁸

23. Recalling its general recommendations No. 23 (1997) on women in political and public life and No. 25 (2004) on temporary special measure, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party, in accordance with article 4 (1) of the Convention:

(a) Effectively **implement the relevant provisions of the quota law**, including by strengthening training and mentorship programmes to encourage women to participate in political and public life;

(b) Provide incentives for political parties to **nominate an equal number of women** and men as candidates for elections and increase fines for non-compliance with the minimum quota of 30 per cent;

²⁷⁶ Concluding observations on the eighth periodic report of the Dominican Republic, March 1, 2022, CEDAW/C/DOM/CO/8.

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

²⁷⁷ Concluding observations on the eighth periodic report of Finland, November 1, 2022, CEDAW/C/FIN/CO/8.

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

²⁷⁸ Concluding observations on the seventh periodic report of Gabon, March 1, 2022, CEDAW/C/GAB/CO/7.

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

(c) Provide for **special recruitment programmes for women**, including preferential recruitment of women, where needed, to the civil service, paying particular attention to women belonging to disadvantaged groups;

(d) Conduct awareness-raising campaigns for politicians, community and religious leaders, the media and the general public to enhance the understanding 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 for achieving political stability and economic development in the State party.

Gambia, The (2022)²⁷⁹

25. Women also remain **underrepresented in decision-making positions at the local government and international levels**. The Committee regrets the failure of the National Assembly to adopt the private member's bill to amend the 1997 Constitution, which would have introduced a 30 per cent quota system for national elections.

Honduras (2022)²⁸⁰

29. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:

(a) Adopt temporary special measures, such as **statutory quotas and a gender parity system**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to ensure the equal representation of women, including rural women, Indigenous women, Afro-Honduran women, lesbian, bisexual, transgender and intersex women, and women with disabilities, **at the decision-making level, in the National Congress, regional and municipal legislative bodies, the Government, the civil service and the foreign service;**

(b) Provide capacity-building in political leadership and campaigning skills and access to campaign financing for women candidates;

(c) Raise awareness among political leaders and the general public that the full, equal, free and democratic **participation of women in political and public life** on an equal basis with men is an essential condition for sustainable development and for the full implementation of the Convention;

(d) Strengthen mechanisms to prevent hate speech against women politicians, women human rights defenders and women candidates in political and public discourse, including online, and prevent harassment and threats against them, including by strengthening reporting and monitoring mechanisms, requiring all political parties to adopt codes of conduct to promote gender equality and combat harassment against women candidates and activists, and holding social media companies accountable for discriminatory user-generated content.

Lebanon (2022)²⁸¹

22. In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Urgently adopt the draft laws introducing a **minimum quota for the inclusion of women** as candidates on political parties' electoral lists for parliamentary and municipal elections, as well as sanctions for non-compliance;

(b) Adopt relevant temporary special measures to promote the participation of women in all areas under the Convention where they are underrepresented or disadvantaged, in particular in **political**

²⁷⁹ Concluding observations on the sixth periodic report of the Gambia, November 1, 2022, CEDAW/C/GMB/CO/6.

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

²⁸⁰ Concluding observations on the ninth periodic report of Honduras, November 1, 2022, CEDAW/C/HND/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FHND%2FCO%2F9&Lang=en

²⁸¹ Concluding observations on the sixth periodic report of Lebanon, March 1, 2022, CEDAW/C/LBN/CO/6.

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

participation, education, employment and health care, with time-bound targets and benchmarks, accompanied by sanctions for non-compliance, to accelerate the achievement of substantive equality between women and men, **especially in decision-making positions**.

30. In line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party:

(a) To adopt urgently, in view of the upcoming legislative elections in May 2022, amendments to establish a **minimum quota of 30 per cent for women candidates** on the electoral lists of political parties and require equal media coverage to promote women's equal participation in political life;

(b) To adopt temporary special measures in accordance with article 4 (1) of the Convention, including **statutory quotas for the representation of women in decision-making positions in the civil service, the foreign service**, the police and the defence force, and provide for preferential recruitment of women, where needed;

(c) To adopt a law on violence against women in politics, including online violence, and enhance the protection of women candidates, including through public awareness-raising campaigns, prosecute political violence against women candidates and provide effective redress for victims.

Mongolia (2022)²⁸²

19. In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Urgently introduce a **30 per cent minimum quota for women candidates** on the electoral lists of political parties for parliamentary and municipal elections, as well as sanctions for non-compliance;

(b) Adopt temporary special measures to promote the participation of women in all areas under the Convention where they are underrepresented or disadvantaged, such as in **political life** and employment, in particular at the **decision-making level**, with time-bound targets and benchmarks, accompanied by sanctions for non-compliance, to accelerate the achievement of substantive equality of women and men.

27. In line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to:

(a) Conduct **awareness-raising campaigns aimed at politicians**, members of the Central Electoral Board, judges, members of the media and the general public to enhance the understanding 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 Convention and for achieving sustainable development in the State party;

(b) Amend the Law on Elections to establish a **minimum 30 per cent quota for women candidates** on electoral lists of political parties, provide financial incentives to political parties that provide campaign funding and training to women candidates, and remove the so-called "candidate tax", which poses a significant obstacle to women candidates;

(c) Adopt effective mechanisms to **monitor compliance with electoral quotas**, including sanctions for non-compliance by political parties;

(d) **Ensure parity in appointed public positions**, including positions in the government, at the level of governors and on the higher courts, and provide for preferential recruitment of women to the public service.

²⁸² Concluding observations on the tenth periodic report of Mongolia, July 12, 2022, CEDAW/C/MNG/CO/10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMNG%2FCO%2F10&Lang=en

Morocco (2022)²⁸³

20. In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party adopt and further strengthen relevant temporary special measures to **promote the participation of women** in all areas under the Convention where they are underrepresented or disadvantaged, in particular in **political participation**, education, employment and health care, with time-bound targets and benchmarks, accompanied by sanctions for non-compliance, to accelerate the achievement of substantive equality between women and men, especially in **decision-making positions**, in line with the 2030 Agenda for Sustainable Development.

27. The Committee welcomes the State party's efforts to ensure equal political and public representation of women at the national and local levels, including through the adoption of legislative provisions establishing proportional lists and quotas for the representation of women in politics, the judiciary and public administration, the establishment of a system of incentives for political parties to add seats for their female candidates in legislative, regional and local elections, and the provision of financial assistance and technical support to support gender diversity in public service. The Committee also welcomes the information that the number of women serving in diplomatic and consular missions and in international organizations has increased. However, the Committee notes with concern that, despite these positive efforts, the **representation of women in public office, particularly at the communal and regional levels, has not reached satisfactory levels.** The Committee is further concerned over reports that the representation of women in senior public administration posts remains low.

28. Recalling its previous concluding observations (CEDAW/C/MAR/CO/4, para. 25), and in line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to:

(a) Continue to strengthen its efforts to **increase the political and judicial representation of women** at all levels, particularly at the communal, regional and international levels, including through the use of temporary special measures, in accordance with article 4 (1) of the Convention;

(b) Strengthen measures, including awareness-raising measures, childcare services and parental leave provisions to **ensure gender parity in appointed public positions, including in public administration, particularly at the decision-making level.**

Namibia (2022)²⁸⁴

24. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party adopt temporary special measures to accelerate substantive equality and eliminate intersecting forms of discrimination, such as:

(b) Recruitment campaigns and substantive support mechanisms to **encourage indigenous women to join the public service.**

32. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Take measures to **accelerate gender parity at the national and local levels** of government, in particular in **decision-making positions in the Cabinet, the judiciary, the public service, the foreign service** and in sports commissions, and conduct awareness-raising campaigns and capacity-building to promote gender parity, positive masculinities and the participation of disadvantaged groups of women, including indigenous women and women with disabilities, in political and public life;

²⁸³ Concluding observations on the combined fifth and sixth periodic reports of Morocco, July 12, 2022, CEDAW/C/MAR/CO/5-6.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMAR%2FCO%2F5-6&Lang=en

²⁸⁴ Concluding observations on the sixth periodic report of Namibia, July 12, 2024, CEDAW/C/NAM/CO/6.

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

(b) Amend the Electoral Act to **achieve gender parity** and adopt temporary special measures, such as **quotas**, to increase the number of women candidates who are successful in regional elections, as well as the number of indigenous women elected to legislative bodies at all levels.

Panama (2022)²⁸⁵

18. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Amend the Electoral Code to ensure that **equal numbers of women are nominated to contest political positions** throughout the State party's governance systems at the national and local levels and eliminate their replacement by males;

(b) Eliminate other barriers to increasing ethnic and geographical diversity in the composition of political parties' candidate lists;

(c) Adopt temporary special measures to accelerate the achievement of the **substantive equality** of women and men in all areas covered by the Convention, in particular to guarantee the access of women to employment, positions at the managerial level, education, **international representation**, health care and universal access to social security;

(d) Allocate budgetary resources to develop temporary special measures aimed at accelerating substantive equality and eliminating intersectional discrimination affecting indigenous and Afrodescendant women, migrant, refugee and asylum-seeking women, female heads of households and women with disabilities.

30. The Committee recommends that the State party:

(a) Amend Law No. 56 of 2017 **promoting gender parity** in local and general elections, establishing sanctions for non-compliance with the obligation of parity; develop a strategy to promote the full, equal, free and democratic participation of women on an equal basis with men in **political and public life**; and support women's candidacies and political campaigns, including through capacity-building and campaign financing;

(b) Strengthen structures within the political parties to **facilitate women's political participation**;

(c) Put in place mechanisms to **increase women's representation in executive posts** and adopt special measures to promote women's access to leading positions in the judiciary, including targeted selection processes and quotas in nomination lists of judges and justices;

(d) Implement legislative measures to combat hate speech and negative attitudes toward the participation of women in political life, and raise awareness among political leaders, including members of the National Assembly, and the public about gender equality and equal rights between women and men to participate in political life;

(e) Strengthen mechanisms to **facilitate women's participation in the international arena**; adopt legislation and policy measures that promote diversity and political participation at all levels, including the representation of indigenous and Afrodescendant women, young women, rural women and women with disabilities, in international affairs, including in organizations and in leading positions at **diplomatic missions**; and implement measures to reduce negative attitudes associated with women in high-level international leadership positions.

Peru (2022)²⁸⁶

20. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party ensure that all

²⁸⁵ Concluding observations on the eighth periodic report of Panama, March 1, 2022, CEDAW/C/PAN/CO/8.

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

²⁸⁶ Concluding observations on the ninth periodic report of Peru, March 1, 2022, CEDAW/C/PER/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FPER%2FCO%2F9&Lang=en

statutory quotas for gender equality are met through systematic monitoring, evaluation and reporting on their realization and impact and instituting sanctions for non-compliance with such quotas.

30. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:

(a) Adopt temporary special measures in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, including **statutory quotas for the equal representation of women in decision-making positions** in the Government, the civil service and the **foreign service**;

(b) Adopt measures to **encourage women's equal participation at all levels of decision-making**, including on mining ventures, large-scale agricultural initiatives, in the security sector and in managerial positions in the private sector;

(c) Adopt measures to address discriminatory gender stereotypes and practices within political parties that discourage women, in particular indigenous, Afro-Peruvian and other Afrodescendants, lesbian, bisexual and transgender women and intersex persons and women with disabilities, from standing for election at the federal, state or municipal levels;

(e) Adopt urgent measures for a **permanent parity** in the composition of the constitutionally autonomous bodies of the justice system, including at the highest decision-making levels.

Portugal (2022)²⁸⁷

9. The Committee reiterates its previous recommendations (CEDAW/C/PRT/CO/8-9, para. 11) and recalls the obligation of the State party to implement the Convention throughout its territory, including in the autonomous regions of the Azores and Madeira. It recommends that the State party ensure the **application of the Parity Law** in all elections in the State party, including in the autonomous region of Madeira, and establish a Regional Directorate for Equality with adequate human, technical and financial resources in Madeira.

27. In line with its previous concluding observations (CEDAW/C/PRT/CO/8-9, para. 31), its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to continue its efforts to increase the participation of women at all levels of political and public life in the State party. In particular, the Committee recommends that the State party:

(a) **Increase the representation of women in political and public life**, particularly at the local level and in the autonomous regions of Madeira and the Azores, so that women and men are equally represented, and to strengthen penalties in the event of non-compliance with the established quotas;

(b) In line with article 4.1 of the Convention and its general recommendation No. 25, implement temporary special measures to **support women candidates for political and public office** and urgently adopt a legal framework to prevent and combat political harassment;

(c) Introduce mechanisms to increase the participation of marginalized women, such as women with disabilities, Roma women and other traditionally underrepresented women, in political and public life;

(d) Increase the **participation of women in international leadership**, including as **diplomats** and **representatives of international organizations**.

Saint Kitts and Nevis (2022)²⁸⁸

19. Recalling article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party implement temporary special

²⁸⁷ Concluding observations on the tenth periodic report of Portugal, July 12, 2022, CEDAW/C/PRT/CO/10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FPRT%2FCO%2F10&Lang=en

²⁸⁸ Concluding observations on the combined fifth to ninth periodic reports of Saint Kitts and Nevis, November 5, 2022, CEDAW/C/KNA/CO/5-9. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FKNA%2FCO%2F5-9&Lang=en

measures, particularly in relation to women in rural areas and in agriculture, aimed at accelerating substantive equality of women and men in all areas of the Convention in which women are underrepresented or disadvantaged, including **political and public life**, together with a system to monitor their implementation and the progress achieved.

26. The Committee notes that the representation of women in the federal Government of the State party has increased since its consideration of the combined initial to fourth periodic reports of the State party in 2002. The Committee notes with concern, however, the lack of targeted measures, including temporary special measures, to **support women candidates aspiring to political and public office** and the absence of a legal framework to prevent and punish political harassment.

27. Recalling article 7 of the Convention and its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party adopt targeted measures, such as **campaign financing and capacity-building for women politicians and candidates** on campaigning, leadership and negotiation skills, and raise awareness, in collaboration with the media, among politicians, community leaders and the general public, on the **importance of the full, independent and democratic participation of women on an equal basis** with men in political and public life as a requirement for fully implementing the human rights of women and for achieving political stability and sustainable development in the State party. It also recommends that the State party urgently adopt legislation to prevent and combat political harassment.

Senegal (2022)²⁸⁹

20. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(b) Take further legal measures, including **quotas and other proactive measures**, accompanied by time-bound targets, sufficient resources and sanctions for non-compliance, to accelerate the realization of the rights of all women under the Convention, in particular in the areas of access to land, credit, entrepreneurship, employment in the formal sector and professional occupations in the judiciary and in science, technology, engineering, mathematics and information technology, especially with respect to access to decision-making positions in those areas, and to **elected and appointed decision-making positions at the provincial and local levels**.

27. The Committee notes with appreciation the positive impact of Act No. 2010–11 of 28 May 2010 on parity between women and men in entirely or partially elective bodies, in particular concerning the representation of women at the national level, and the measures taken to increase the capacities of women parliamentarians and electoral candidates. Nevertheless, it remains concerned about the **low representation of women in decision-making positions at the provincial and local levels, and their underrepresentation in the public sector, including in high-level positions at the international level**. The Committee is also concerned about reports that Act No. 2010– 11 is not fully implemented and supported in all parts of the State party.

28. In line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:

(a) Establish a mechanism to monitor the implementation of Act No. 2010–11, particularly at the local level;

(b) Further conduct capacity-building programmes and awareness raising, to **increase the meaningful participation of women in decision-making at all levels of political and public life**, including in elected positions at the provincial and local levels, the judiciary, the territorial and local administration and the **foreign service**;

²⁸⁹ Concluding observations on the eighth periodic report of Senegal, March 1, 2022, CEDAW/C/SEN/CO/8.

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

(c) Introduce measures to combat harmful attitudes and stereotypes associated with the participation of women in political and public life, including comprehensive training, awareness raising and education-based campaigns that target key at-risk groups.

Switzerland (2022)²⁹⁰

19. The Committee welcomes the State party's **efforts to provide visas to women participants of international conferences in Geneva**. It regrets, however, that many women, particularly from the global South, face costly and cumbersome visa application procedures, which pose a considerable obstacle to the representation of women in marginalized situations.

20. **The Committee recommends that the State party facilitate the visa application procedure to enable women from all geographic regions to participate in international conferences.**

27. The Committee welcomes the State party's adoption of four consecutive national action plans for the implementation of Security Council resolution **1325 (2000)** on women and peace and security. It notes with concern the **lack of information on the number and role of women participating in negotiating delegations and in United Nations peace missions**.

28. **The Committee recommends that the State party continue and increase efforts to ensure women's equal participation in delegations negotiating peace processes and United Nations peace missions, including at decision-making levels, and collect statistical information in this regard.**

49. The Committee notes with appreciation that **the number of women in the Federal Department of Foreign Affairs increased from 47 per cent to 52 per cent between 2011 and 2021**. It notes with concern, however, that the **number of women in leadership positions** remains low, with only 24 per cent of ambassadors and 20 per cent of heads of mission being women.

50. **The Committee recommends that the State party strengthen its efforts to promote a sustainable, fair and inclusive culture in diplomacy, including by establishing quotas for the recruitment of women through the diplomatic service examination.**

Türkiye (2022)²⁹¹

37. The Committee notes with concern: **(c)** The low representation of women in decision-making positions in the civil service and the **foreign service** of the State party.

(e) That discriminatory laws and regulations in the State party have the effect of disenfranchising women with intellectual or psychosocial disabilities.

38. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party: **(a)** Adopt temporary special measures, such as **statutory quotas and a gender parity system**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to ensure the equal representation of women, in particular women belonging to ethnic minorities and women with disabilities, in the Grand National Assembly, provincial and municipal legislative bodies, the Government, the civil service and the **foreign service**, in particular at **decision-making levels**.

United Arab Emirates (2022)²⁹²

25. The Committee recommends that the State party adopt and effectively implement temporary special measures, in line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on

²⁹⁰ Concluding observations on the sixth periodic report of Switzerland, November 1, 2022, CEDAW/C/CHE/CO/6.

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

²⁹¹ Concluding observations on the eighth periodic report of Türkiye, July 12, 2022, CEDAW/C/TUR/CO/8.

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

²⁹² Concluding observations on the fourth periodic report of the United Arab Emirates, July 12, 2022, CEDAW/C/ARE/CO/4.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FARE%2FCO%2F4&Lang=en

temporary special measures, including time-bound goals and **quotas** in both the public and private sectors, to accelerate the achievement of the de facto or substantive equality of women and men in areas in which women are underrepresented or disadvantaged, including in **political and public life** and employment. The Committee recommends that the State party, in implementing temporary special measures, pay special attention to the provision of pensions and services to elderly women, along with the provision of services to Bedouin, stateless and migrant women and girls, women and girls with disabilities, women and girls in remote areas, and women and girls who are victims of violence.

38. The Committee welcomes that the State party has achieved gender parity on its Federal National Council and that women's representation in the foreign service of the State party has increased to 30 per cent. It notes with concern, however, that the **number of women in ministerial and ambassadorial positions remains low**, with nine and seven positions occupied by women, respectively. The Committee takes note of the increasing representation of women in the judiciary and the recent measures taken by the State party to promote women's appointment as federal judges. However, the Committee notes with concern the lack of information on the number of women in security and emergency services, such as the police force.

39. The Committee recommends that the State party continue its efforts to promote women's representation in the legislature and the **foreign service** and put in place mechanisms to increase women's representation in executive and leadership posts, including through adopting special measures to **promote women's access to ministerial, ambassadorial and other governmental leadership positions**, including targeted selection processes and quotas in nomination lists. It also recommends that the State party provide campaign financing and capacity-building programmes on leadership skills and political campaigning skills for women candidates and women politicians. The Committee further recommends that the State party adopt targeted measures, including **preferential recruitment of women**, to increase the number of women in the judiciary, including at the level of federal judges, and in the national emergency and security services, including the police force.

Uganda (2022)²⁹³

32. Recalling its previous recommendation (CEDAW/C/UGA/CO/7, para. 30), the Committee recommends that the State party:

(a) Intensify its efforts **to increase the representation of women at the decision-making level**, in both elected and appointed positions;

(b) Continue to adopt temporary special measures, such as **statutory quotas and a gender parity system in the public and foreign services**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to increase the representation of women in elected and appointed bodies, in particular at the local level and in the judiciary, the public service, the **foreign service** and the armed forces, especially in senior positions;

(c) Ensure protection for women facing political violence or harassment and introduce safety measures to protect women from experiencing election-related conflict and violence when exercising their right to vote;

(d) Provide **capacity-building in political leadership** and campaigning skills and access to campaign financing for women who stand for election, including women with disabilities and women with albinism, and raise awareness among political leaders and members of the public of the fact that the full, equal, free and democratic participation of women in political and public life on an equal basis with men is required for the full implementation of the Convention.

²⁹³ Concluding observations on the combined eighth and ninth periodic reports of Uganda, March 1, 2022, CEDAW/C/UGA/CO/8-9. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FUGA%2FCO%2F8-9&Lang=en

Ukraine (2022)²⁹⁴

24. The Committee recommends that the State party:

(e) Ensure a priority on gender equality and women's empowerment in all current assistance programmes and in all future efforts to consolidate the rule of law and to achieve recovery, and with this aim, establish a cross-sectoral mechanism with **gender parity at all levels of decision-making**, composed of relevant State institutions at all levels and representatives of civil society, international organisations and other States parties, that currently support the State party on its path towards a comprehensive and lasting peace.

26. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Adopt temporary special measures, such as **statutory quotas and preferential recruitment of women**, to accelerate substantive equality of women and men in all areas where women are underrepresented or disadvantaged, such as **political and public life**, employment and economic empowerment, including a specific focus on disadvantaged groups of women;

34. Reiterating its previous recommendations (CEDAW/C/UKR/CO/8, para. 33), and recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(b) Adopt temporary special measures, such as **quotas and a gender parity system in the public and foreign services**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to ensure equal representation of women in the public service and foreign service, especially at decision-making levels;

(c) Strengthen measures to **prevent harassment of women in political and public life** and raise awareness among politicians, the media and the general public 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 effective implementation of the Convention and the political stability and economic development of the country.

Uzbekistan (2022)²⁹⁵

26. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Amend its electoral law to introduce targeted measures, including temporary special measures such as **increased quotas** and dedicated campaign financing, to increase the representation of women at all levels of government, in the Oliy Majlis and local councils, in the judiciary, in academia and in the **foreign service**, in particular at decision-making levels;

(b) Introduce measures to **combat negative attitudes and discriminatory behaviours towards women in politics**, including awareness-raising and educational campaigns in schools, the Oliy Majlis and among the general public;

(c) Introduce **preferential recruitment of women to the civil service and the foreign service**, paying particular attention to women belonging to disadvantaged and marginalized groups;

(d) Require political parties to include an **equal number of women and men candidates** on their electoral lists, at alternating ranks (zipper system);

(e) Provide **capacity-building to women politicians and candidates** regarding political campaigning, leadership and negotiation skills, and raise awareness, in collaboration with the media, among politicians, the media, religious and community leaders and the general public, on the importance of the full, independent and democratic participation of women on an equal basis with men in political and public

²⁹⁴ Concluding observations on the ninth periodic report of Ukraine, November 1, 2022, CEDAW/C/UKR/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FUZR%2FCO%2F9&Lang=en

²⁹⁵ Concluding observations on the sixth periodic report of Uzbekistan, March 1, 2022, CEDAW/C/UZB/CO/6.

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

life as a requirement for fully implementing the human rights of women and for achieving political stability and economic development in the State party.

2023

Albania (2023)²⁹⁶

28. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:

(a) Provide **capacity-building in political leadership** and campaigning skills as well as access to campaign financing for women candidates;

(b) Adopt temporary special measures, such as statutory quotas and agender parity system, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25, to ensure the equal representation of women, including rural women, women with disabilities, women belonging to ethnic minorities and lesbian, bisexual, transgender and intersex women, in Parliament and municipal legislative bodies, the Government, the civil service **and the foreign service, in particular at decision-making levels.**

Bahrain (2023)²⁹⁷

21. In line with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, and reiterating its previous recommendations (CEDAW/C/BHR/CO/3, para. 18), the Committee recommends that the State party:

(b) Adopt and implement temporary special measures, including **statutory quotas and preferential recruitment of women**, directed towards the achievement of de facto or substantive equality of women and men in areas where women are underrepresented or disadvantaged, **including in political life, decision-making** and the private sector.

30. The Committee notes the efforts made by the State party to promote women's participation in political and public life. It notes with concern, however, that despite some progress having been made, women's representation in the National Assembly, local councils and the judiciary remains extremely low. The Committee is also concerned that the amendment to article 43 of the Law on Associations unduly restricts women's participation in political life based on past political activities.

31. The Committee, recalling its previous recommendations (CEDAW/C/BHR/ CO/3, para. 28) and its general recommendations No. 23 (1997) on women in political and public life and No. 25 (2004) on temporary special measures, recommends that the State party adopt temporary special measures in the form of **quotas**, with time-bound targets, to **accelerate substantive equality of women and men in political and public life**, including in the National Assembly, local councils, government offices and all instances of the judiciary, including in family courts. It recommends that the State party continue its efforts to promote women in leadership positions in the public and private sectors.

China (2023)²⁹⁸

33. The Committee notes that the representation of women has increased since its consideration of the combined seventh and eighth periodic reports of the State party. However, it remains concerned that women represent only 26.54 per cent of deputies to the 14th National People's Congress, and that, since October 2022, there have been no women at the highest executive level. The Committee is concerned

²⁹⁶ Concluding observations on the fifth periodic report of Albania, November 14, 2023, CEDAW/C/ALB/CO/5.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FALB%2FCO%2F5&Lang=en

²⁹⁷ Concluding observations on the fourth periodic report of Bahrain, March 2, 2023, CEDAW/C/BHR/CO/4.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FBHR%2FCO%2F4&Lang=en

²⁹⁸ Concluding observations on the ninth periodic report of China, May 31, 2023, CEDAW/C/CHN/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCHN%2FCO%2F9&Lang=en

that women constitute 35 per cent of **diplomats** (2023), 11.3 per cent of **ambassadors** (2022), 32.7 per cent of judges (2017) and 22.3 per cent of members of management teams in public institutions (2017).

34. Recalling its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective representation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee recommends that the State party: **(a)** Adopt temporary special measures, such as statutory quotas and a gender parity system, to ensure the equal representation of women in the Government, the National People's Congress and regional people's congresses, the National Committee of the Chinese People's Political Consultative Conference, the judiciary, public institutions and the **foreign service, in particular at decision-making levels.**

Costa Rica (2023)²⁹⁹

Paragraph 28: (c) **Expedite the promulgation of the women and peace and security national action plan and ensure that it addresses women and climate security and that it includes the active participation of women** and includes a focus on Security Council resolution 1820 (2008) on conflict-related sexual abuse.

France (2023)³⁰⁰

7. The Committee welcomes the international support for the Sustainable Development Goals and **calls for the realization of de jure (legal) and de facto (substantive) gender equality, in accordance with the provisions of the Convention, throughout the process of implementing the 2030 Agenda for Sustainable Development.** The Committee recalls the importance of Goal 5 and of the mainstreaming of the principles of equality and non-discrimination throughout all 17 Goals. It urges the State party to recognize women as the driving force of the sustainable development of France and to adopt relevant policies and strategies to that effect.

25. The Committee commends the State party for its **feminist foreign policy** and notes the information provided by the State party on its strict and responsible control of exports of war and similar equipment. However, the Committee notes the 18 recommendations contained in the 2023 report of the High Council on Gender Equality on the State party's feminist foreign policy. It also notes with concern the potentially negative impact on women's rights of arms transfers to countries where the situation is volatile and marked by armed conflict or at risk of such conflict. It further notes that the State party is yet to use its **universal jurisdiction to address gender-based crimes.** The Committee is concerned that the Marianne Initiative for Human Rights Defenders will, absent sufficient safeguards, increase the vulnerability of women human rights defenders to threats and backlash from their Governments.

26. The Committee recommends that the State party continue to **include national and international women's rights and feminist groups and civil society in the implementation, monitoring and evaluation of its feminist foreign policy.** The Committee also recommends that the State party **increase human and financial resources** to effectively implement projects and programmes under its feminist foreign policy. It further recommends that the State party use its universal jurisdiction to address crimes against humanity, war crimes and acts of genocide committed against women in different jurisdictions. The Committee recommends that an assessment be carried out of the risks to women human right defenders working with the Marianne Initiative for Human Rights Defenders and that the Marianne Initiative create safeguards and provide support on a continuum throughout a human rights defender's life cycle.

²⁹⁹ Concluding observations on the eighth periodic report of Costa Rica, March 2, 2023, CEDAW/C/CRI/CO/8.

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

³⁰⁰ Concluding observations on the ninth periodic report of France, November 14, 2024, CEDAW/C/FRA/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FFRA%2FCO%2F9&Lang=en

44. In line with its general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change, the Committee recommends that the State party **ensure that women are equally represented and participate meaningfully in the development of legislation, policies and programmes on climate change, disaster response and disaster risk reduction.** It also recommends that the State party **integrate a gender perspective into such plans and policies, including its foreign policies,** and ensure that women, in particular rural women, women with disabilities, and refugee and migrant women, are consulted in their development and implementation. It further recommends that the State party take measures to increase access to resources, livelihoods and water supplies that withstand climate change for all women, including those in all French overseas territories.

Georgia (2023)³⁰¹

7. The Committee welcomes the international support for the Sustainable Development Goals and calls for the realization of de jure (legal) and de facto (substantive) gender equality, in accordance with the provisions of the Convention, throughout the process of implementing the 2030 Agenda for Sustainable Development. The Committee recalls the importance of Goal 5 and of the mainstreaming of the principles of equality and non-discrimination throughout all 17 Goals. It urges the State party **to recognize women as the driving force of the sustainable development of Georgia and to adopt relevant policies and strategies to that effect.**

29. The Committee welcomes the Gender Equality Strategy and Action Plan of the Civil Service Bureau aimed at establishing a gender-sensitive civil service system to enable the full and effective participation and leadership of women in decision-making processes, **the Gender Equality Strategy 2022–2025 for the Ministry of Foreign Affairs** and the various awareness-raising and training programmes carried out by the Election Administration to address gender stereotypes related to the electoral process and the participation of women in political and public life in general. It nevertheless notes with concern:

(a) That only 2 out of 12 ministers are women, women's representation at senior levels in the public service is critically low in some departments (6 per cent in 2021 in the Ministry of Internal Affairs) or has decreased (from 33 per cent in 2020 to 20 per cent in the Ministry of Defence) and **that only 18 per cent of leading positions in the diplomatic missions of the State party** and about 10 per cent of decision-making positions in the judiciary are held by women;

30. Recalling its previous recommendation (CEDAW/C/GEO/CO/4-5, para. 25), and in line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Introduce preferential recruitment of women and, as appropriate, **adopt temporary special measures, such as quotas and a gender parity system,** at all levels of government, the judiciary, academia, the **foreign service** and for secondment to international organizations, in particular at decision-making levels, which should include policies to promote and support women with disabilities, women belonging to ethnic minority groups and lesbian, bisexual, transgender and intersex women;

31. The Committee welcomes the adoption of the fourth National Action Plan 2022–2024 to implement Security Council resolution 1325 (2000) and the creation of an advisory platform for the **enhancement of women's meaningful participation in peacebuilding.** It is, however, concerned that the **involvement of Georgian women in peace negotiations at the Geneva international discussions to ensure a gender-responsive implementation of the ceasefire agreement decreased** from 40 per cent in 2018 to 20 per cent in 2022.

32. Recalling its previous recommendation (CEDAW/C/GEO/CO/4-5, para. 25), and with reference to the Committee's general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-

³⁰¹ Concluding observations on the sixth periodic report of Georgia, March 2, 2023, CEDAW/C/GEO/CO/6.

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

conflict situations, the Committee recommends that the State party **ensure the effective participation of women in the implementation of the fourth National Action Plan to implement Security Council Resolution 1325 (2000), in cooperation with representatives of women's organizations**, and that it take into consideration the full spectrum of the Security Council's women and peace and security agenda as reflected in Council resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019).

Germany (2023)³⁰²

5. The Committee welcomes the State party's efforts to improve its institutional and policy framework aimed at accelerating the elimination of discrimination against women and promoting gender equality, including the adoption, introduction or establishment of: **(b) Guidelines for Feminist Foreign and Development Policy**, to ensure that the rights, resources and representation of women and marginalized groups are strengthened and that the State party's development funds prioritize projects that address gender inequality, in 2023; **(c) Strengthen the link between gender equality and foreign and domestic climate change legislation and policies** to meet the specific needs of women and girls disproportionately affected by climate change;

(d) Increase the participation of women and girls in climate change and disaster risk reduction decision-making.

19. The Committee commends the State party's **efforts to integrate a gender perspective into its foreign and development policy**. It notes that the National Action Plan for Business and Human Rights 2016-2020 seeks to implement the Guiding Principles on Business and Human Rights across the State party. The Committee also notes that the National Contact Point for Responsible Business Conduct serves as an out-of-court complaints and mediation mechanism. It welcomes the adoption, in 2021, of the Law on Corporate Due Diligence Obligations in Supply Chains, which requires companies of a certain size to safeguard internationally recognized human rights in supply chains.

20. The Committee recommends that the State party: **(c) Ensure gender impact assessments before the negotiation of international trade and investment agreements.**

51. The Committee commends the State party for its efforts to address climate change, including the enactment of climate legislation, the ratification of the United Nations Framework Convention on Climate Change and the contribution to climate financing, including the pledge of funds to the loss and damage fund. The Committee is concerned, however, about the increased use of coal-fired electricity, despite the government pledge to phase out use of coal by 2030.

52. The Committee encourages the State party to take appropriate measures to: (b) Strengthen the **link between gender equality and foreign and domestic climate change legislation and policies to meet the specific needs of women and girls** disproportionately affected by climate change;

(d) Increase the participation of women and girls in climate change and disaster risk reduction decision-making.

Guatemala (2023)³⁰³

17. Recalling its general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations, the Committee recommends that the State party, in cooperation with representatives of women's civil society organizations:

(c) Strengthen measures for the effective implementation of the National Action Plan on the implementation of Security Council resolution 1325 (2000) on women, peace and security and allocate a

³⁰² Concluding observations on the ninth periodic report of Germany, May 31, 2023, CEDAW/C/DEU/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FDEU%2FCO%2F9&Lang=en

³⁰³ Concluding observations on the tenth periodic report of Guatemala, November 14, 2023, CEDAW/C/GTM/CO/10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FGTM%2FCO%2F10&Lang=en

special budget for the organizations' advocacy events on **women's equal participation in the peacekeeping and peacebuilding process.**

28. The Committee notes with concern:

(a) That **only 32 out of 160 members of Congress are women** and that only 12 out of 340 mayors are women, in each case including only one Indigenous woman;

(b) That the 2023 election process posed **numerous challenges for participation of women, particularly Indigenous women**, who expressed concern about the limited availability of information on the electoral process in their languages and the negative portrayals of Indigenous women, girls and children in election campaigns;

(c) The lack of effective temporary special measures to achieve substantive equality of women and men in political and public life, in particular as regards women from disadvantaged groups, including Indigenous and Garifuna woman and women of African descent;

(d) Reports of discriminatory messages, threats, intimidation and violence against women in politics or women holding public positions, who are frequently exposed to a climate of fear.

29. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party strengthen its efforts to **promote women's equal representation in Congress, occupancy of government posts, the judiciary and the public service** at the national, State and local levels by adopting targeted measures, including temporary special measures, such as **gender parity quotas and preferential recruitment of women to the public service, in particular at decision-making levels**, and amending the Electoral and Political Parties Law to require gender parity in the structures of political parties and on electoral lists and provide for adequate sanctions in case of non-compliance; and prevent, protect women candidates from political violence and prosecute and adequately punish perpetrators.

Hungary (2023)³⁰⁴

Participation in political and public life

29. The Committee notes with appreciation the notable increase of women in the Ministry of Foreign Affairs and Trade (62 per cent) and in diplomatic missions (49 per cent), as well as the election in 2022 of the State party's first female President. However, it remains concerned that women are still underrepresented in decision-making positions, including in the Parliament, academia, the judiciary, the public service, **as well as in the foreign service as heads of diplomatic mission.** The Committee is also concerned at the hate speech towards women in politics, as well as at the lack of targeted measures, including temporary special measures in line with its general recommendation No. 23 (1997) on women in political and public life, to increase women's representation in political and public life.

30. Recalling its general recommendation No. 23 (1997), the Committee recommends that the State party:

(a) Introduce targeted measures, including temporary special measures, in line with article 4, paragraph 1, of the Convention, and general recommendation No. 25 (2004), such as increased quotas in different sectors and financing targeted campaigns to accelerate women's equal and inclusive representation at all levels of government, including in Parliament, the judiciary, academia and the **foreign service, in particular at decision-making levels;**

(c) Expand the women's public leadership programme and introduce **preferential recruitment** of women to the civil service and the **foreign service**, paying particular attention to women belonging to disadvantaged and marginalized groups.

³⁰⁴ Concluding observations on the ninth periodic report of Hungary, March 2, 2023, CEDAW/C/HUN/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FHUN%2FCO%2F9&Lang=en

Iceland (2023)³⁰⁵

29. The Committee (...) nevertheless notes with concern women's underrepresentation in the Icelandic police force, on boards of public companies and **in the foreign service at the level of ambassador**. The Committee also notes with concern the absence of a gender parity quota for electoral lists of political parties.

30. Recalling its general recommendation No. 23 (1997) on women in political and public life and its general recommendation No. 25, the Committee recommends that the State party: **(a) Adopt temporary special measures**, such as statutory quotas and preferential recruitment of women, to increase women's representation in the police force, **in the foreign service at the level of ambassador** and on the boards of public companies

Malawi (2023)³⁰⁶

34. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party: **(a) Introduce targeted measures**, including temporary special measures, in line with article 4, paragraph 1, of the Convention and general recommendation No. 25 (2004) on temporary special measures, such as increased quotas and targeted campaign financing, to increase the representation of women at all levels of government, as well as in the judiciary, the public service, **the foreign service, academia and international organizations, in particular at decision-making levels.**

Mauritania (2023)³⁰⁷

Participation in political and public life

28. The Committee commends the State party on the temporary special measures taken, including legislative quotas and financial incentives, that have resulted in a significant increase in the representation of women in political life. However, it regrets the recent decrease in women's representation in the parliament and other elected bodies, as well as in decision-making positions within the administration of the State party. The Committee notes with concern that women continue to be significantly underrepresented in the judiciary, trade unions, academia, **the foreign service and delegations of the State party to regional and international negotiations.**

29. Recalling general recommendations No. 23 (1997) on women in political and public life and No. 25, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party: **(d) Adopt temporary special measures**, in accordance with article 4 (1) of the Convention, including preferential recruitment and minimum quotas, to increase women's representation in the civil service, the judiciary, **the foreign service** and the armed forces of the State party, **as well as in regional and international delegations and bodies, paying particular attention to the representation of disadvantaged groups of women.**

Norway (2023)³⁰⁸

4. The Committee welcomes the work and commitment of the State party **to ensure equality between women and men in law and in practice at the national and international levels**, including with respect

³⁰⁵ Concluding observations on the ninth periodic report of Iceland, May 31, 2023, CEDAW/C/ISL/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FISL%2FCO%2F9&Lang=en

³⁰⁶ Concluding observations on the eighth periodic report of Malawi, November 14, 2023, CEDAW/C/MWI/CO/8.

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

³⁰⁷ Concluding observations on the fourth periodic report of Mauritania, March 2, 2023, CEDAW/C/MRT/CO/4.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMRT%2FCO%2F4&Lang=en

³⁰⁸ Concluding observations on the tenth periodic report of Norway, March 2, 2023, CEDAW/C/NOR/CO/10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNOR%2FCO%2F10&Lang=en

to promoting the full spectrum of the women and peace and security agenda of the Security Council pursuant to its resolution 1325 (2000) and subsequent resolutions 1327 (2000), 1366 (2001), 1408 (2002), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2272 (2016), 2331 (2016), 2467(2019), 2493 (2019) and the 25-year review of the implementation of the Beijing Declaration and Platform for Action. The Committee also notes with appreciation that the State party is among the highest ranked countries in terms of gender equality.

62. The Committee calls upon the State party to **use the Beijing Declaration and Platform for Action and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality of women and men.**

Philippines (2023)³⁰⁹

33. The Committee is concerned at: (b) Underrepresentation of women in decision-making positions, including senior positions in the government, the judiciary, the public service, **the foreign service**, academia and international organizations;

34. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party: **(a)** Introduce targeted measures, including temporary special measures, in line with article 4, paragraph 1, of the Convention and general recommendation No. 25 (2004) on temporary special measures, such as increased quotas and targeted campaign financing, to increase the representation of women at all levels of government, as well as in the judiciary, the public service, **the foreign service**, academia and international organizations, in particular at decision-making levels;

(e) **Introduce preferential recruitment of women to the judiciary, the public service and the foreign service**, including in diplomatic missions, and support the women candidates applying to international organizations.

Sao Tome and Principe (2023)³¹⁰

32. The Committee welcomes the adoption by the State party of Act No. 11/2022, on gender parity, which establishes a **minimum quota of 40 per cent for women's representation in elected bodies and in the public service**, as well as the previous resolution establishing a 30 per cent quota for women's representation in the National Assembly. It notes with concern, however, that **women currently hold only 8 out of 55 seats in the National Assembly** and that their representation in the public service and the judiciary remains very low.

33. The Committee recommends that the State party **effectively implement the minimum quota for women's representation** in elected bodies and in the public service stipulated in the gender parity act of 2022. It also recommends that the State party create a level playing field for women candidates in elections, including to public office, by providing training to women on political campaigning, leadership skills and campaign financing, and conducting awareness-raising campaigns to encourage women to run for elections, **foster societal support for women in leadership positions**, dismantle gender stereotypes, and **promote understanding that women's equal representation in decision-making systems and on international bodies is a human right** and necessary to ensuring that women can fully exercise their human rights and to achieving political stability and sustainable development in the State party.

³⁰⁹ Concluding observations on the ninth periodic report of the Philippines, November 14, 2023, CEDAW/C/PHL/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FPHL%2FCO%2F9&Lang=en

³¹⁰ Concluding observations on the combined initial and second to fifth periodic reports of Sao Tome and Principe, May 31, 2023, CEDAW/C/STP/CO/1-5.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSTP%2FCO%2F1-5&Lang=en

Slovakia (2023)³¹¹

27. The Committee reiterates the recommendations in its previous concluding observations (CEDAW/C/SVK/CO/5-6, para. 25) that the State party:

(a) Take measures, including temporary special measures, such as **increased quotas**, zipper systems for electoral lists of political parties and targeted campaign financing for women candidates, to achieve equal representation of women and men in elected positions in the federal, regional and community parliaments and political parties;

(b) Adopt targeted measures, including temporary special measures, such as **preferential recruitment and promotion of women applicants**, to achieve **gender parity** in appointed public positions, including positions in the public administration and **diplomatic service**, in particular at the decision-making level.

Slovenia (2023)³¹²

32. Recalling its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, **to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life**, the Committee recommends that the State party:

(c) Adopt targeted measures such as preferential recruitment and promotion of women applicants, to achieve gender parity in appointed public positions, **including in the public service and the judiciary, in particular at decision-making levels;**

(g) Expedite the finalization and adoption of its **new national action plan on the implementation of Security Council resolution 1325 (2000) on women and peace and security**, in cooperation with representatives of women's civil society organizations.

53. The Committee calls upon the State party **to use the Beijing Declaration and Platform for Action and to further evaluate the realization of the rights enshrined in the Convention in order to achieve substantive equality between women and men.**

Spain (2023)³¹³

28. The Committee notes with appreciation the State party's commitment to achieving gender equality in decision-making bodies and welcomes the positive developments in this area, such as women's representation in the Government, with 14 ministers who are women and 8 who are men, and the fact that 44 per cent of the seats in the lower chamber of the parliament and 39 per cent in the upper chamber are held by women. However, the **participation of women in other areas of political and public life remains low**, such as in the high courts, in particular in the Constitutional Court, and in sports, **diplomatic careers** or in the private sector.

29. **The Committee recommends that the State party:** (a) Continue and further strengthen its measures to ensure the equal participation of women in all areas, such as in the parliament, the Administration and the **diplomatic service**, with a special focus on the highest instances of justice, such as the Constitutional Court.

Timor-Leste (2023)³¹⁴

16. The Committee recalls its general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations, and recommends that the State party:

³¹¹ Concluding observations on the seventh periodic report of Slovakia, May 31, 2023, CEDAW/C/SVK/CO/7.

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

³¹² Concluding observations on the seventh periodic report of Slovenia, March 2, 2023, CEDAW/C/SVN/CO/7.

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

³¹³ Concluding observations on the ninth periodic report of Spain, May 31, 2023, CEDAW/C/ESP/CO/9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FESP%2FCO%2F9&Lang=en

³¹⁴ Concluding observations on the fourth periodic report of Timor-Leste, May 31, 2023, CEDAW/C/TLS/CO/4.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FTLS%2FCO%2F4&Lang=en

(b) Ensure the **meaningful and inclusive participation of women** in all processes related to women and peace and security, in particular with regard to the adoption, implementation and assessment of the national action plans;

32. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Introduce targeted measures, including temporary special measures, in line with article 4, paragraph 1, of the Convention and general recommendation No. 25 (2004) on temporary special measures, such as increased **quotas and targeted campaign financing, to increase the representation of women at all levels of government, in as well as the judiciary, the public service, the foreign service, academia and international organizations**, in particular at decision-making levels;

(b) Provide campaign financing and capacity-building to women politicians and candidates on political campaigning, leadership and negotiation skills and raise awareness, in collaboration with the media, among politicians, religious and community leaders and the general public on the importance of the full, independent and democratic **participation of women on an equal basis with men in political and public life as a requirement** for achieving political stability and sustainable development in the State party;

(d) Introduce **preferential recruitment** of women to the judiciary, the public service and the **foreign service**, including in **diplomatic missions**, and support the women candidates applying to **international organizations**.

Tunisia (2023)³¹⁵

33. The Committee welcomes the appointment of a woman as Prime Minister of the State party. However, it notes with concern the new election modalities established by Decree No. 55 (2022) amending Act. No. 2014-16 (2014) and removing the principle of parity, while introducing the prohibition of public funding and the need for sponsorship of women candidates. The Committee also notes with concern reports of hate speech and harassment of women in political and public life, including non-consensual online use of images and video material. It further notes with concern the low representation of women in decision-making positions in the judiciary and in the **foreign service** of the State party.

34. Recalling its general recommendation No. 23 (1997) on women in political and public life and its previous concluding observations ([CEDAW/C/TUN/CO/6](#), para. 36), the Committee recommends that the State party: **(a)** Introduce targeted measures, including temporary special measures, such as increased quotas and targeted campaign financing, to increase the representation of women in the Assembly of the Representatives of the People, the Government, the judiciary and **the foreign service, in particular at decision-making levels**.

Uruguay (2023)³¹⁶

16. Recalling its previous recommendation (see [CEDAW/C/URY/8-9](#), para. 16), the Committee recommends that the State party: **(c)** Ensure **meaningful cooperation** among the different entities of the national machinery for the advancement of women, regional and local authorities, and women's civil society organizations of different political backgrounds, including those representing Indigenous women, women of African descent, women with disabilities and lesbian, bisexual, transgender and intersex women, in the adoption and implementation of public policies and programmes for the advancement of women, **as well as in the preparation of reports to international and regional human rights mechanisms**.

³¹⁵ Concluding observations on the seventh periodic report of Tunisia, March 2, 2023, CEDAW/C/TUN/CO/7.

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

³¹⁶ Concluding observations on the tenth periodic report of Uruguay, November 14, 2023, CEDAW/C/URY/CO/10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FURY%2FCO%2F10&Lang=en

Venezuela (2023)³¹⁷

29. The Committee notes the measures taken by the State party to increase the participation of women in political and public life. However, it notes with concern:

(a) That **women's representation in the National Assembly remains at 31 per cent** and only 2 women have been elected as state governors (representing 8 per cent of all governors) and 62 as mayors (representing 19 per cent of all mayors);

(b) That **only 9 of the 33 Ministries of the People's Power are headed by women;**

(c) The **lack of effective temporary special measures required** as part of a comprehensive strategy to **accelerate the achievement of substantive equality of women and men in political and public life**, including temporary special measures focused on women from disadvantaged groups, and that the measures taken to promote parity in electoral slates are not mandated by law;

(d) The reports of threats, intimidation and violence against women holding public positions, who are exposed to a climate of fear that discourages them from participating in political and public life.

30. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party continue its efforts to promote women's equal representation in the National Assembly, the government, the judiciary, the decentralized bodies and in the civil service at the national, state and local levels, notably through **gender parity quotas, preferential recruitment of women to the public service, in particular at decision-making levels**, and by amending the Act on Electoral Processes and the Act on Political Parties to require gender parity in the structures of political parties and in their electoral lists, with sanctions in case of non-compliance by political parties, and take measures to combat political violence against women through prevention campaigns and enforcing sanctions on perpetrators.

³¹⁷ Concluding observations on the ninth periodic report of the Bolivarian Republic of Venezuela, May 31, 2023, CEDAW/C/VEN/CO/9. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FVEN%2FCO%2F9&Lang=en

2024

Central African Republic (2024)³¹⁸

14. The Committee, reiterating its previous concluding observations (CEDAW/C/CAF/CO/1-5, para. 20) and recalling the recommendations of the Independent Expert on the situation of human rights in the Central African Republic in his report to the Human Rights Council (A/HRC/54/77, para. 87 (a) and (b)), calling upon the State party to revitalize the process of implementing the Political Agreement for Peace and Reconciliation and the joint road map for peace in the Central African Republic adopted on 16 September 2021 in Luanda, calls upon the State party:

(a) To ensure the **equal representation of women in the implementation of the Political Agreement for Peace and Reconciliation**, and provide women's organizations and their grassroots networks with up-to-date information on the status of implementation of the Agreement;

(b) To integrate a gender perspective and ensure the equal participation of women in the implementation of the national security sector reform strategy and adopt gender-responsive guidelines for addressing the situation and needs of women and girls in disarmament, demobilization and reintegration strategies;

(c) To provide for the **equal participation of women in the implementation of the national action plan on women and peace and security**;

(e) To **provide women in the Truth, Justice, Reparation and Reconciliation Commission** and in the mixed-gender peace, truth and reconciliation commissions in the prefectures, sub-prefectures and districts with the necessary means and support for taking up **leadership roles** in these transitional justice mechanisms.

24. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(b) Enforce the **gender parity law**, including the penalties for non-compliance with statutory quotas;

(d) Adopt temporary special measures to **ensure equal representation** of women with disabilities, internally displaced women, refugee women, indigenous women, Christian, Muslim and Fulani women, young women, women living with HIV/AIDS, women heads of household, and lesbian, bisexual, transgender and intersex women in all areas where they are underrepresented or face intersecting forms of discrimination.

34. The Committee recommends that the State party address all barriers to the equal and inclusive representation of women in political and public life by conducting **awareness-raising on the equal capacity of women in all their diversity to take leadership roles**, on the human right of women to equal representation in decision-making systems and on the importance of the equal representation of women as a requirement for achieving political stability and sustainable development in the State party. It also recommends that the State party:

(a) Adopt temporary special measures, such as **quotas** to attain the **equal representation of women and men in decision-making positions in political and public life**, including with regard to campaign financing and training on political negotiation and campaigning.

³¹⁸ Concluding observations on the sixth periodic report of the Central African Republic, February 20, 2024, CEDAW/C/CAF/CO/6. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FCAF%2FCO%2F6&Lang=en

Djibouti (2024)³¹⁹

16. The Committee recommends that the State party:

(a) Renew its national plan for the implementation of Security Council resolution 1325 (2000) on women, peace and security and ensure that it is **gender-responsive and promotes the role of women in peace processes**, taking into consideration the regional context, and allocate sufficient resources for the effective implementation of the plan;

22. The Committee recommends that the State party:

(a) Adopt temporary special measures, including **quotas**, administrative orders, special scholarships, affirmative procurement and financial incentives for hiring women, and establish time-bound targets to accelerate the achievement of substantive equality between women and men in all areas covered by the Convention in which women, including older women, rural women, women with disabilities, women belonging to the Al-Akhdam community and lesbian, bisexual, transgender and intersex women, are underrepresented or disadvantaged, including in **political, public and economic life**, education, employment, health care and access to justice, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures;

(b) Raise public awareness about **non-discrimination and build the capacity of the relevant public officials** with respect to the value and effective use of temporary special measures for achieving substantive equality between women and men.

30. The Committee recommends that the State party:

(a) Increase and effectively **enforce existing quotas** and adopt additional quotas for women candidates for public office throughout the public service at the national, regional and municipal levels, with a view to accelerating the equal representation of women and men **in elected and appointed political bodies, especially in decision-making positions**;

(b) **Conduct public awareness campaigns on the need for women's equal participation in all sectors, including in political and public life** and the private sector, as a necessary condition for political stability, sustainable development and inclusive growth and put into place strategic interventions to address underlying systemic barriers that hinder women's participation, such as patriarchal attitudes, discriminatory stereotypes and negative sociocultural practices;

(d) Ensure that women, including women with disabilities, are represented equally with men in the planning, implementation, monitoring and evaluation of development policies and community projects;

(e) **Take affirmative action to increase the number of diplomats who are women, in particular ambassadors.**

Greece (2024)³²⁰

28. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, on ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee recommends that the State party:

(a) Fully implement the law on temporary special measures and **ensure gender equality in lists nominating candidates to international bodies and the gender equal representation of women**, including rural women, women with disabilities, women belonging to ethnic minorities, including Roma women and women belonging to the Muslim minority in Thrace, in Parliament and municipal councils, the Government, the civil service and the **foreign service**, in particular at decision-making levels;

³¹⁹ Concluding observations on the combined fourth and fifth periodic reports of Djibouti, February 26, 2024, CEDAW/C/DJI/CO/4-5.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FDJI%2FCO%2F4-5&Lang=en

³²⁰ Concluding observations on the combined eighth and ninth periodic reports of Greece, February 20, 2024, CEDAW/C/GRC/CO78-9.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FGRC%2FCO%2F8-9&Lang=en

(b) Provide capacity-building on political leadership and campaigning skills, as well as access to campaign financing for women candidates running for public office, in particular rural women, women with disabilities and women belonging to ethnic minorities.

Italy (2024)³²¹

24. The Committee recommends that the State party increase the use of temporary special measures, including **quotas and parity systems**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to achieve substantive equality of women and men in all areas covered by the Convention in which women are underrepresented or disadvantaged, including in Parliament and regional and municipal councils, education and employment, inclusive of managerial positions. It also recommends that the State party raise public awareness about the non-discriminatory nature of temporary special measures, provide capacity- building to public officials on their use and systematically collect data on their impact. It further recommends that the State party ensure the strict enforcement of article 48 of Legislative Decree No. 198 of 2006 and **raise its minimum quota of one third for the recruitment of women to the public administration to 50 per cent in order to reach parity by 2030.**

32. The Committee recommends that the State party define a **strategy to ensure gender parity between women and men in all areas of political and public life**, with a clear time frame, in particular in elected positions in national, regional and local legislative bodies and within the structures and on the electoral lists of political parties, paying particular attention to the representation of disadvantaged groups of women, as well as in **the public administration, the diplomatic service** and the highest courts, especially the Constitutional Court. It also recommends that the State party provide training for women on leadership skills, campaigning and constituency-building to prepare them as candidates at all levels of governance, ensure compliance with minimum quotas in the electoral system, progressively increase such quotas to reach gender parity by 2030 and adopt legislation to combat the harassment, hate speech and sexist discourse faced by women in politics.

Nicaragua (2024)³²²

32. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as Sustainable Development Goals target 5.5, which is to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee recommends that the State party:

(a) Provide campaign financing and **capacity-building on leadership skills and political campaigning to women candidates of plural political backgrounds** and raise awareness among political leaders and the general public that the full, equal, free and democratic participation of women in political and public life on an equal basis with men is an essential condition for sustainable development and the full implementation of the Convention in the State party;

(b) Adopt temporary special measures, such as **statutory quotas and a gender parity system**, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to ensure the equal representation of women, including rural women, women with disabilities, Indigenous women, women of African descent and lesbian, bisexual, transgender and intersex women, in particular at decision- making levels, in the National Assembly, regional and municipal legislative bodies, the Government, the public service and the **foreign service**;

³²¹ Concluding observations on the eight periodic report of Italy, February, 24, 2024, CEDAW/C/ITA/CO/8.

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

³²² Concluding observations on the combined seventh to tenth periodic reports of Nicaragua, February 14, 2024, CEDAW/C/NIC/CO/7-10.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNIC%2FCO%2F7-10&Lang=en

(c) Also adopt mechanisms to prevent hate speech against lesbian, bisexual and transgender women in public discourse, including online, and ensure their equal participation and consideration of their views in public decision-making processes.

Niger, The (2024)³²³

18. The Committee recalls its general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations, and recommends that the State party:

(b) Ensure the **meaningful and inclusive participation of women in all processes related to women and peace and security**, in particular with regard to the adoption, implementation and assessment of relevant national action plans.

35. The Committee is concerned that **women remain underrepresented in decision-making positions, including in the Government, the judiciary, the public service, the foreign service, the armed forces and in international organizations.**

36. Recalling its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:

(a) Introduce targeted measures, including temporary special measures, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004), such as **increased quotas to achieve parity and the equal and meaningful participation of women in decision-making systems**, including conflict resolution and peacebuilding and targeted campaign financing, to increase the representation of women in the parliament, the government, the judiciary, the public service, the foreign service, the armed forces and in international organizations, in particular at decision-making levels;

(b) Provide **campaign financing and capacity-building for women politicians and candidates on political campaigning, leadership and negotiation skills** and raise awareness, in collaboration with the media, among politicians, religious and community leaders and the general public of the importance of the full, independent and democratic participation of women on an equal basis with men in political and public life as a requirement for achieving political stability and sustainable development in the State party;

(d) Introduce the **preferential recruitment of women to the judiciary, the public service and the foreign service**, including in **diplomatic missions**, and support women candidates applying to **international organizations.**

Oman (2024)³²⁴

26. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party adopt and implement temporary special measures, including **statutory quotas for and preferential recruitment of women**, directed towards the achievement of substantive equality of women and men in areas where women are underrepresented or disadvantaged, including in economic, political and public life and decision-making positions, in both **the public and the private sector**, and that it build the capacity of public officials with regard to the effective use of temporary special measures.

38. The Committee, recalling its previous recommendations (CEDAW/C/OMN/CO/2-3, para. 32) and its general recommendations No. 23 (1997) on women in political and public life and No. 25 (2004) on temporary special measures, recommends that the State party **take targeted measures to reach parity between women and men in decision-making systems** including in the Council of Oman and the Shura Council, local councils, government offices and all instances of the judiciary, including in family

³²³ Concluding observations on the fifth periodic report of the Niger, February 20, 2024, CEDAW/C/NER/CO/5.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNER%2FCO%2F5&Lang=en

³²⁴ Concluding observations on the fourth periodic report of Oman, February 26, 2024, CEDAW/C/OMN/CO/4.

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FOMN%2FCO%2F4&Lang=en

courts, including by adopting temporary special measures in the form of quotas, with time-bound targets, and by conducting awareness-raising campaigns on women's and men's equal competence to hold leadership positions in the public and private sectors.

Tajikistan (2024)³²⁵

19. The Committee recalls its general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations and recommends that the State party adopt a new national action plan for the implementation of Security Council resolution 1325 (2000) that includes a **clearly defined target for the equal representation of women and men in decision-making in conflict prevention, reconstruction, rehabilitation and peacekeeping**. Importantly, in view of its geographical proximity and extraterritorial obligations, the State party should continue to engage Afghan women, including women from ethnic minorities, in the women and peace and security agenda.

31. The Committee recalls its general recommendation No. 25 (2004) on temporary special measures and recommends that the State party:

(c) In line with the Committee's general recommendations No. 5 (1988) on temporary special measures, No. 8 (1988) on implementation of article 8 of the Convention, No. 23 (1997) on women in political and public life and No. 28 (2010) on the core obligations of States parties under article 2 of the Convention, **adopt temporary special measures**, in accordance with article 4 (1) of the Convention and general recommendation No. 25, to **accelerate the achievement of substantive equality** between women and men in areas where women are traditionally underrepresented or disadvantaged, including in the fields of political and public life, education, the economy and employment and in the **area of women representing the government at the international level and participating in the work of international organizations**.

43. The Committee recommends that the State party move from a target for representation of women in decision-making positions of 30 per cent to a target of 50 per cent, without exception, and that it:

(a) Fully implement the letter and spirit of the State party's law on temporary special measures across the different branches of the government, develop zipper systems for electoral lists of political parties, provide targeted campaign financing to women candidates, **ensure gender equality in nomination lists for international bodies and in public service positions**, including positions in the judiciary and **the foreign service**;

(b) Conduct awareness-raising campaigns aimed at **encouraging women candidates to stand for election and promoting the understanding that women's equal representation in decision-making and international bodies is a human right** and an essential condition for achieving political stability and sustainable development in the State party;

(c) Pay particular attention to the representation of groups of women who are disadvantaged because of evolving discriminatory structures, institutions and systems, by taking targeted measures to ensure that those women can benefit equally from the above-mentioned measures.

Turkmenistan (2024)³²⁶

24. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(b) Adopt and implement temporary special measures, including **statutory quotas and preferential recruitment of women**, to achieve substantive equality of women and men in areas where women are underrepresented or disadvantaged, such as **in political and public life, in particular at decision-**

³²⁵ Concluding observations on the seventh periodic report of Tajikistan, February 20, 2024, CEDAW/C/TJK/CO/7.

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

³²⁶ Concluding observations on the sixth periodic report of Turkmenistan, February 20, 2024, CEDAW/C/TKM/CO/6.

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

making levels. Such measures should include time-bound targets and benchmarks, and sanctions for non-compliance;

34. In line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, on ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to:

(a) Amend electoral legislation to establish **quotas for women candidates on electoral lists of political parties**, with a view to reaching parity by 2030; provide financial incentives for political parties to provide campaign funding and training to women candidates; and monitor compliance with electoral quotas;

(b) **Introduce preferential recruitment of women to the judiciary, the public service and the foreign service, including in diplomatic missions, and support the women candidates applying to international organizations, particularly at senior levels.**

58. The Committee recalls its previous recommendations (CEDAW/C/TKM/CO/5, para. 47) and recommends that the State party investigate, prosecute and adequately punish discrimination, harassment and hate speech against **women and girls belonging to ethnic minority groups**, establish a **quota for their recruitment to the public service** and conduct awareness-raising activities to address their stigmatization in society.

B. EXAMPLES OF REPORTS SUBMITTED BY STATES PARTIES

Angola (2002)³²⁷

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.

³²⁷ Combined initial, second and third periodic reports of Angola, November 7, 2002, CEDAW/C/AGO/1-3, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N02/695/50/PDF/N0269550.pdf?OpenElement>

India (2005)³²⁸

23. Although the number of women in administration has been low, their **numbers are improving**. There are 645 women in IAS/IPS service as on 2000, which is about 7.65 per cent as compared to 5.4 per cent in the year 1987. **The number of women in Foreign Service is also low at 78 in the year 2002.** There is a woman judge in the Supreme Court out of 25 judges, and 25 women judges in the High Courts across the country out of a total of 514 judges as on 31st May 2005.

Article-7: Political Participation and Public Life Basic information

161. An important factor that determines the status of women in society is the extent to which they participate in decision and policy-making processes.

162. Women's participation in positions of power in both houses (Lok Sabha and Rajya Sabha) of the Parliament between 1997 and 2004 has not exceeded 9 per cent. However, in the 2004 Parliamentary Elections, there has been a decline in the number of women elected to the lower house (Lok Sabha) from 49 out of a total of 543 members to 44 out of 539 members. Their numbers have increased from 20 to 28 out of the total of 245 members in the upper house (Rajya Sabha). Though women have been entering the political arena, the number of women holding positions of power is extremely low.

163. In the State Legislatures, their representation is abysmally low. Delhi (12.86 per cent) has the highest proportion of women members followed by Andhra Pradesh (9.52 per cent) and Kerala (9.29 per cent). Mizoram and Nagaland have no representation of women while it is below per cent in Manipur, Arunachal Pradesh, Gujarat, Jammu and Kashmir and Karnataka. This is due to the lack of support from political parties and women's limited access to and control over resources (both financial and human). Despite these factors there are a few women who hold the position of Chief Minister of States and other Ministerial ranks.

Women in Public Life

181. Women's representation and participation in various decision-making levels continues to be low, though there has been an increase in their numbers in the services. From 1997 a noticeable increase has been seen in the Indian Audit and Accounts Service (from 19.94% in 1997 to 22.31% in 2002), Indian Economic Service (from 16.24% in 1996 to 21.56% in 2003) and Indian Statistical Service (from 7.17% in 1997 to 12.94% in 2002). In the Indian Administrative Service their numbers have increased from 512 (10.22%) in 1997 to 535 (10.42%) in 2000. Their representation in the Indian Police Service remains extremely low at 3.83 per cent in 2002 as against 3.24 per cent in 1997. There is one woman judge in the Supreme Court and 25 women judges in the High Courts out of a total of 25 and 514 judges respectively, as on 31st May 2005.

Niger (2005)³²⁹

Chapter 6: Women and international participation

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

³²⁸ 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, <https://www.un.org/womenwatch/daw/cedaw/cedaw36/India2-3E.pdf>

³²⁹ Combined initial and second periodic reports of the Niger, November 21, 2005, CEDAW/C/NER/1-2, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FNER%2F1-2

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.**

Libyan Arab Jamahiriya (2008)³³⁰

Response to article 7

- (a) The participation of women in political life is conducted in Libya within the framework of the established political system. Thus women, who have the right to membership of parliament in a traditional democracy, have the right to membership of the General People’s Congress in a direct democracy, the membership of which consists of the secretaries of the basic people’s congresses for residential districts throughout the Jamahiriya (as stated in the introduction). In these congresses, the established rules for elections, voting and secret balloting are not followed. Instead, there is an open ballot (called “people’s choice”) in the basic people’s congress. The participation of women has risen to 32%, according to the record of attendance of the General People’s Congress.
- (b) **Women take part in the formulation of State policy, participate in executive administrative committees (people’s committees), assume public positions and perform duties at all official and popular levels.** Among the manifestations of this are the presence of a secretary of women’s affairs among the membership of the Secretariat of the General People’s Congress, a position held by a woman under resolution no. 1 (1994) of the General People’s Congress, and the presence of a secretary of women’s affairs and secretary of social affairs in all people’s committees. Women also occupy the following positions: assistant secretary of the General People’s Congress, secretary of the General People’s Committee for Information and Culture, secretary of the General People’s Committee for Education, secretary of the Environment General Authority, etc, in addition to positions in the armed forces and security forces, in both of which women have reached senior ranks. **Women also occupy leadership positions in the diplomatic missions of the Jamahiriya in several countries.**

³³⁰ 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>

Switzerland (2009)³³¹

Question 16: The data provided in the annex to the report, **on the representation of women in the foreign service, reveals that women's participation continues to be significantly low.** Please indicate the results of the measures taken to increase the female presence in the diplomatic service, described in the State party report.

Answer: In addition to the remarks in paras. 202 ff. of the report and the measures described to increase the proportion of women, the following updated results (as of December 2008) confirm the trend described in the report:

Measures:

- Increased and targeted information to the target group women with the goal of increasing the proportion of women in the recruitment process.
- (Informal) goal of 50 per cent women in the recruitment of diplomats.
- The gender equality officer is a member of the selection committee for diplomats.

Results:

- Since 2003 the proportion of women recruited into the diplomatic service has been 50 per cent (2008: 50 per cent). The overall proportion of women in the diplomatic service has been increasing slowly but steadily since 2004 (2004: 18.8 per cent women; 2007: 21.7 per cent women; 2008: 23.4 women);
- In the consular service the proportion of women is also steadily increasing: 2004: 41.4 per cent women, 2007 43.7 per cent women, 2008: 45.3 per cent women). The 2008-2009 intake includes 55 per cent (currently in the system as interns). This tendency should increase, as 57 per cent of applications for the 2009 selection process are from women.

Given the career system in the diplomatic service and the formalised promotion opportunities as described in the state report, it is difficult to increase the proportion of women at this level in a short period of time. It will take some time for the female diplomats recruited in recent years to become visible, or alternatively a more flexible career system is required. The latter possibility is currently under discussion as part of the formulation of the new FDFA gender equality strategy.

A number of measures that have now been taken to alleviate this problem should be mentioned here. To keep young diplomats on the payroll, issues concerning the compatibility of professional and of family life are constantly being discussed, for example in the framework of the Ambassadors' Conference of 2006 and 2007. In this context recommendations are being formulated and a formal working group has been mandated to implement them. A current project to support the professional activity of accompanying persons should also be mentioned.

Question 17: Please provide statistics on the representation of women in the judiciary at both the federal and cantonal levels.

Answer: The following breakdown makes a distinction between judges in cantonal courts and those in the Swiss Federal Supreme Court.

Judges and public prosecutors by major regions and cantons (2000)

For an overview of the number of female judges and state prosecutors by large regions and cantons, see the following latest available overview from the Federal Office of Statistics. The figures are taken from the 2000 federal population census and provide a good indication of the present situation.

Judges and public prosecutors by major regions and cantons, 2000.

³³¹ Responses to the list of issues and questions with regard to the consideration of the third periodic report of Switzerland, May 12, 2009, CEDAW/C/CHE/Q/3/Add.1, <https://www.refworld.org/pdfid/4a657ab80.pdf>

	Total	Men	Women	Proportion of women in %
Switzerland	2171	1503	668	30.8
Lake Geneva region	446	310	136	30.5
Canton Vaud	248	166	82	33.1
Canton Valais	40	34	6	15.0
Canton Geneva	158	110	48	30.4
Mittelland	392	295	97	24.7
Canton Bern	215	165	50	23.3
Canton Fribourg	68	49	19	27.9
Canton Solothurn	47	35	12	25.5
Canton Neuchatel	45	34	11	24.4
Canton Jura	17	12	5	29.4
North West Switzerland	225	139	86	38.2
Canton Basel City	57	34	23	40.4
Canton Basel- Land	62	38	24	38.7
Canton Aargau	106	67	39	36.8

Sri Lanka (2010)³³²

14. Women continue to enjoy rights equal with men in political and public life. However, the number of women participating in active leadership roles in the political arena continues to be minimal. Although a larger number of women have assumed supportive roles, the number of women standing for election to, and being elected to, National, Provincial and Local Government bodies indicates reluctance on the part of women to engage in active political work. Women are poorly represented in these institutions. Women representation in Parliament has always been low (less than 10%). Although an attempt has been made to reserve a mandatory quota in the nomination list exclusively for women and political parties have been advised to consider this principle, the environment has certainly not been conducive to creation of a sense of confidence amongst women that it is an area that they could engage in. The highest number of women contesting at a Parliamentary election was seen at the 2004 General elections where, out of 6,060 candidates, 375 (6.2 %) were women. However, of this number only 13 were elected to a Parliament of 225 members. The figures at Provincial level are similar – in the 2004 Provincial Council elections in 7 Provinces, 373 out of 4,863 candidates (7.7%) were women and 19 of these (5.0%) were elected to Councils which had a total of 380 seats in the 7 Councils. In 2006, at elections to Local Authorities, the successful women candidates amounted to a mere 1.9% of the total elected. It is noteworthy to mention that Ms. Rosy Senanayake has been appointed as the opposition leader in the Western Province Council in the election held recently, winning the highest no of preferential votes from among the opposition candidates.

15. However minimal the number of women elected representatives may be, women's participation in the formulation of government policy, holding public office and performing public functions at all levels of Government is on the increase. Women are represented at the senior level in the administrative structure as Secretaries to Ministries (8 out of 55 as at April 2008), as Heads of Diplomatic Missions (increase from 2.9% in 1992 to 11.3% in 2006) and in the judiciary 3 of 11 Judges on the apex court, the Supreme Court of Sri Lanka). Women in decision making positions

³³² Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women. Combined fifth, sixth and seventh periodic reports of Sri Lanka, March 24, 2010, CEDAW/C/LKA/5-7, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FLKA%2F5-7&Lang=en

has increased significantly – in the Sri Lanka Administrative Service (SLAS) from 17.1% in 1993 to 35.4% in 2007, in the Sri Lanka Scientific Service (SLSS) from 18.9% in 1993 to 37.5% in 2006, in the Sri Lanka Planning Service (SLPS) from 28.8% in 1993 to 29.2% in 2006 and in the Sri Lanka Foreign Service (SLFS) from 29.7% in 2004 to 33.1% in 2009. The appointment of the first ever woman Secretary General of Parliament and a woman as a Governor of a Province took place during this period. With a strong gender neutral recruitment policy backed by Constitutional guarantees of equality, an increasing number of women are entering all sectors of Government cadres. With time, they receive due promotions and make an increasingly prominent presence in the higher echelons of the several Government services.

16. It appears from the above that **when it comes to professional services, women participation is increasing, but it is purely based on merit, not by quotas for gender; meaning that it is out of choice.** On the other hand, politics does not seem to be a preferred choice by majority of women.

Myanmar (2011)³³³

Participation of Women in Political & Public Life

6. For **Women Participation in International Affairs**, the Women Representatives from respective Ministries as well as from NGOs are actively participating in international meeting, workshop, and Forum. **In diplomatic sector, women also perform as Counselors and Deputy Heads of Mission and Director General.** In economic sector, Forming of Myanmar Women Entrepreneur Association proved that the vital role of Myanmar Women is crucial in economic sector. The association assists the Myanmar Women entrepreneurs to promote international relations. Moreover, with the collaboration of Foreign Economic Association, the Association provides external & internal study tour program, workshops to strengthen women's capacity. As a result, outstanding Myanmar Women Entrepreneurs are being produced.

11. To Broadly implement 12 Critical area of Beijing Plat Form for Action and Millennium Development Goals No(3) Gender equality, National Plan of Action for the advancement of women (2011-2015) has been drafted by the leadership of the DSW and Contribution of concerned government departments, UN Agency, INGOs for the development of Myanmar Women and fully enjoying their rights. The Plan of Action contains 12 areas based on Beijing Platform for Action.

16. The Department of planning gives priority to women empowerment program and trainings for women participation. From 2006 up to now (109) women are being sent to the internal and external program and training on empowerment of women. Moreover, Myanmar women officers, AFTA officers, are also sent to attend the leadership and negotiation skill training programmes such as Capacity development programme on financial services and investment, trade Negotiation training, international trade Negotiation Skills development training workshop and Management and leadership skills training for Senior Manager.

Egypt (2013)³³⁴

NCW activity in raising political awareness consists in holding conferences and seminars, implementing programmes to spread awareness and producing certain printed materials. The most significant of these activities include the following:

- Convening of the first NCW post-revolution conference, entitled “Egyptian women and the President”, with 3,200 participants taking part and the involvement of all governorates, governmental and non-governmental associations and institutions and representatives of foreign agencies. **The goal of the conference was to raise the voice of women at this critical stage and question presidential candidates about their attitudes towards women and the elements of their electoral platforms**

³³³ Information provided in follow-up to the concluding observations on the combined second and third periodic reports of Myanmar, September 13, 2011, CEDAW/C/MMR/CO/3/Add.3,

https://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.MMR.CO.3.Add.3_Enonly.pdf

³³⁴State Party report on follow-up to Concluding Observations on the combined sixth and seventh periodic reports of Egypt, October 2013, CEDAW/C/EGY/CO/7/Add.1, [Etpu \(un.org\)](http://www.un.org).

pertaining specifically to women. The conference issued a set of recommendations in the form of a letter to the President.

Finland (2013)³³⁵

Article 7.

Elections.

Municipal elections in 2008.

133. The share of women candidates increased somewhat, 0.5 per cent, and was 40.4 per cent. Women candidates received 42 per cent of the votes cast. The share of women candidates in various elections has only once been higher than this, 42.2 per cent, in the Parliamentary elections of 1991.

The composition of the Government.

139. The Second Government of Matti Vanhanen was formed in April 2007. This Government had 11 women out of 20 ministers, which was the biggest share (60 per cent) in Finnish history. For the first time, there were more women than men in the Government. **This Government had the highest share of women in the whole world.**

The European Union and international organizations.

142. In the European Parliament election of 2009, 13 representatives were elected from Finland. Eight of them were women, constituting 62 per cent. This is the biggest share among EU countries.

143. The programme of Prime Minister Vanhanen's first Government paid attention to the equality of international decision-making organs. **The Ministry for Foreign Affairs has for its own part endeavoured to appoint women and men more evenly as candidates to and members of international decision-making organs.**

The role of non-governmental organizations and the civil society.

154. In 2009, according to Statistics Finland, 13 per cent of the presiding officers and 25 per cent of the board members of the labour confederations were women. The share of women of the members is over 50 per cent. The share of women in the councils was 46 per cent. In 2009, 14 per cent of the members and substitutes of the board of the Confederation of Finnish Industries representing employers were women. The chairperson of the board and all vice-chairpersons were men. In 2011, one of the board members was a woman.

Liechtenstein (2014)³³⁶

2. Comments on the recommendations contained in paragraph 29 on the **representation of women in political and public life**

The Committee remains concerned that **women continue to be significantly underrepresented in Parliament, municipal councils, government, national commissions and advisory councils and senior positions in the public administration, including in the diplomatic service.** It is also concerned that there are currently no women mayors and that there is no special committee of Parliament dealing with gender equality. It takes note of the State party's explanation that women are often too burdened with professional and family duties to take part in political life. (Paragraph 28)

The Committee recommends that the State party:

- (a) Adopt temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, such as **statutory quota, a gender parity system for nominations for Government bodies**, and conditioning the financing of political parties on equal representation of women in their internal bodies and on

³³⁵ Seventh periodic report, Finland, February 18, 2013, CEDAW/C/FIN/7, [United Nations \(refworld.org\)](http://www.refworld.org).

³³⁶ Concluding observations on the fourth periodic report of Liechtenstein, Addendum, Information provided by Liechtenstein in follow-up to the concluding observations, January 23, 2014, CEDAW/C/LIE/CO/4/Add.1, p. 3, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FLIE%2FCO%2F4%2FAdd.1&Lang=en

candidate lists, to increase the representation of women in decision-making positions in elected and appointed political bodies; and

- (b) **Provide training on gender equality to civil servants and politicians**, especially men, with a view to enhancing the understanding that full and equal participation of women and men in political and public life is a requirement for the full implementation of the Convention, and thus creating a more favourable environment for women's participation in political and public life. (Paragraph 29)

(a) Share of women in public functions

Women continue to be underrepresented in politics and high-level public functions in Liechtenstein. The political parties in Liechtenstein undertake intensive efforts to motivate women to run for public office in upcoming elections. Frequently, however, these efforts are not as successful as desired.

In February 2013, parliamentary elections were held in Liechtenstein. The new government was appointed in March 2013. **During the current term of office (2013-2017), two of the five Ministers are women.** They are responsible for the Ministry for Foreign Affairs, Education and Culture and for the Ministry for Infrastructure, Environment and Sport. In the current term of Parliament (2013-2017), women hold 5 of 25 seats.

The 11 Liechtenstein municipalities are administered by a Municipal Council elected every four years under the leadership of a directly elected Mayor. In the current term (2011-2015), all mayors are men. 29 women (27%) and 77 men (73%) are represented in the municipal councils. In the 2011 municipal council elections, the election chances of female candidates were 52% for the municipal councils.

Women are also a minority in the over 66 commissions and advisory councils. 8 commissions are currently chaired by women. In 2011, 87 women (21.4%) and 320 men (78.6%) were members of the national commissions. From 1998 to 2011, the share of women increased by 4.4%.

Of the 24 foundations and establishments under public law, five are directed by women.

In 2012, 103 men (75.7%) and 33 women (24.3%) were members of boards of trustees of foundations. This represents an increase of 4.5% since 1998.

In courts of public law, the share of women increased between 1998 and 2012. In 1998, only men — a total of 12 — were members of these courts. In 2012, a total of 21 persons were members of the courts, 18 (86%) of whom were men and 3 (14%) of whom were women.

The share of women in civil and criminal courts increased by 11.3% from 1998 to 2012. In 1998, 33 men (78.6%) as compared to 9 women (21.4%) served in the civil and criminal courts; in 2012, 72 (67.3%) out of a total of 107 members were men and 35 (32.7%) were women.

In 2012, four men (57%) and three women (43%) worked as prosecutors for the Office of the Public Prosecutor.

At the municipal level, an average of 26% of the commission members were women in 2006. In the current term 2011-2015 the share of women was 31%.

One third to one half of internal political party functionaries are women. In 1982, party-internal women's organizations were founded in the two large people's parties ("Expert Group on Women in the Patriotic Union", "Women in the FBP"), with the goal of enhancing the interest of women in politics and serving an educational function. They aim to raise the awareness of the public, to represent women's interests in politics, and not least of all to prepare women within their respective party for political offices and functions. The share of women in the leadership of the Free List, founded in 1985, is 60%, the highest of the political parties.

(b) Share of women in the National Public Administration

In the National Public Administration the share of women in leading positions is 14%. 88% of managers work full-time and 12% part-time.

Liechtenstein maintains 8 diplomatic missions abroad and has appointed 8 ambassadors for that purpose. Three are women, corresponding to a share of 38%.

d) *Measures to sensitize public officials*

Continuing education offered by the National Public Administration

Role models at work, the advancement of women, and the compatibility of family and work are topics that have been covered by continuing education within the National Public Administration in recent years. In the 2013/14 continuing education programme, for instance, the courses “Women develop their leadership talent” and “Engaged in work and family” (target group: fathers and mothers) were offered. In February 2013, **a course on Liechtenstein foreign policy** was also offered, discussing human rights including women’s rights and drawing attention to the relevant human rights conventions and their implementation in Liechtenstein. The courses offered by the National Public Administration are open to all State employees and free of charge.

Senegal (2019)³³⁷

F. Participation in political and public life.

86. Under the laws and regulations in force in Senegal, there should be no discrimination preventing women from accessing such posts. **Women and men have equal access to senior positions in public service.**

87. Currently, women hold nearly one of every four ambassador posts (12 out of 52). A variety of posts are held by women: four Foreign Affairs Advisors; one civil administrator; one Police Commissioner; one Financial Analyst; and one academic, among others.

88. Women are appointed to major embassies (including those of Algeria, Brazil, Canada, South African and Spain). Women and men have equal access to senior positions in public service.

89. Female advisers for foreign affairs become ambassadors under the same conditions as male advisers. Access to employment in the international system remains governed by the procedures specific to the international organization in question.

90. There is a Diaspora Women’s Financing line aimed at promoting women’s entrepreneurship in host countries. Projects are submitted by diplomatic and consular offices.

South Africa (2019)³³⁸

104. Diplomatic appointments of women have increased. In 2008, women accounted for 26% of appointed Ambassadors, High Commissioners and Consul-Generals, increasing to 29.13% in August 2012 and to 29.3% in 2013.

Ukraine (2019)³³⁹

In international peace and security operations, women account for 10 per cent of Ukrainian personnel. Gender issues are included in the programmes described below:

- the military observer course at the training centre for international peacekeeping (Chernyakhovsky National Defence University of Ukraine), for participation in international peace and security support operations (of the total number of military personnel trained in 2018, over 6 per cent were women);
- **Ukrainian Armed Forces civilian-military cooperation courses and civil protection courses (of the total number of students, over 21 per cent were women);**
- **non-commissioned officer training (women and men):**
 - leadership courses, with over 2,000 participants;
 - advanced courses, with over 30 participants;

³³⁷ Eighth periodic report submitted by Senegal under article 18 of the Convention, due in 2019. December 12, 2019, CEDAW/C/SEN/8, p. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSEN%2F8&Lang=en

³³⁸ Fifth periodic report submitted by South Africa under article 18 of the Convention, due in 2015. 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

³³⁹ Information provided by Ukraine in follow-up to the concluding observation on the eighth periodic report of Ukraine, 2019, CEDAW/C/UKR/CO/8/Add.1, p. 2, [N1926245.pdf \(un.org\)](https://www.un.org).

- high-level courses, with over 20 participants.

Civil society organizations, donors and international organizations are focusing on building capacity to combat **trafficking and domestic violence**. This has led to some progress in these areas, both in the development and implementation of legislation and in the introduction of appropriate training courses for security and defence professionals, especially the police. Almost all higher education institutions teaching international relations report having such courses and programmes, some compulsory, and others voluntary. Training for personnel due to be involved in United Nations peacekeeping missions is based on the core United Nations pre-deployment training modules, and must meet their requirements. **This training includes a gender component covering responses to conflict-related sexual exploitation and abuse, sexual violence and discrimination; United Nations gender policy; implementation of United Nations Security Council resolution 1325 (2000) on women, peace and security; as well as human rights in peace and security operations.**

Cyprus (2020)³⁴⁰

Gender Mainstreaming

21. Since the appointment of the Gender Advisor a number of activities have taken place, including:

- Financial contribution to UN Institutions as these related to the advancement of women rights Financial contributions to neighboring countries in relation women and girls' education, sexual, reproductive, health and rights;
- Actively and substantially contributing on women's and girls' rights on international/regional/European discussions, including on joint statements, recommendations and resolutions;
- **Organizing different events such as international conferences on issues related to for example "Women in Diplomacy"**, meetings with civil society organizations on the impact of Covid-19 on women and girls and the role of the international community;
- The organization of internal trainings on mainstreaming gender in foreign policy including on the implementation of (1325) resolution: Women, Peace and Security.

Luxembourg (2020)³⁴¹

Follow-up information relating to paragraph 38 of the concluding observations.

9. On 13 July 2018, the Government of Luxembourg adopted its first national action plan on women and peace and security for the implementation of Security Council resolution 1325 (2000). Implemented under the auspices of the Ministry of Foreign and European Affairs, the action plan covers the period 2018–2023 and sets four main objectives at the national and international level, in the areas of (I) equal participation of women and men at all levels of peace and security processes; (II) prevention of sexual and gender-based violence; (III) protection against sexual and gender-based violence, and relief and recovery; and (IV) promotion of the women and peace and security agenda. The action plan involves the entire Government, since it concerns the country's external action in the fields of diplomacy, defence and development, and at the national level, justice, receiving refugees and domestic security. **Luxembourg is committed to supporting the participation of women in decision-making on peace and security issues, including in international organizations, and their increased participation in peacekeeping operations and electoral observation missions. The Government also aims to strengthen predeployment training for military and civilian personnel, including by training gender advisers and experts.**

³⁴⁰ Information received from Cyprus on follow-up to the concluding observations on its eight periodic report, 2020, CEDAW/C/CYP/FCO/8, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/222/71/PDF/N2022271.pdf?OpenElement>.

³⁴¹ Information received from Luxembourg on follow-up to the concluding observations on its combined sixth and seventh periodic reports, 2020, CEDAW/C/LUX/FCO/6-7, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N20/346/88/PDF/N2034688.pdf?OpenElement>.

Indonesia (2020)³⁴²

Participation in Political and Public Life

119. In the executive branch, **female civil servant encompasses just under 50 percent of overall number of civil servants in Indonesia.** At the moment, there are 8 female Ministers appointed under the current cabinet, holding strategic and key positions such as Finance, Foreign Affairs, Health, Fishery, and the Environment. In 2016, women held 126 Deputy Minister positions or around 21% and also 2295 Director of Head of Bureau positions, or around 16% from the total civil servant workforce.

120. As one of Indonesia's main national priorities, promoting the participation and role of women in politics and development has been mandated by various national laws and framework such as:

(a) Law No. 8/2012 on Elections and Law No. 2/2011 on Political Parties stipulates that all political parties must include a minimum 30% of women representation in their list of candidates;

(b) **Law No.6/2014 on Villages mandates that women have to be included in the decision-making process of management of the Villages;**

(c) MoWECP issued Regulation No 10/2015 on the Grand Design of Women Representation in National and Local House of Representatives for General Election in 2019;

(d) Provision of training to Incumbents and Candidates of Local Government and Parliaments.

121. Furthermore, a MoU was established between MoWECP and the State Administration Agency to integrate a gender-sensitive curriculum in education and training of civil servants.

122. To enhance women's meaningful participation in politics and decision making, Indonesia has also implemented mandatory gender mainstreaming curricula in all compulsory trainings and education at all levels. Additionally, national gender mapping in politics has also been implemented to assess the representation and needs of women, as voters and candidates, to help design effective information sharing and training programs on politics and leadership for women.

Sweden (2020)³⁴³

Participation in political and public life [Question 15]

111. The **feminist foreign policy** has six objective areas according to the foreign service's action plan. The foreign service shall contribute towards (i) all women's and girls' full enjoyment of human rights; (ii) freedom from physical, psychological and sexual violence; (iii) participation in preventing and resolving conflicts, and postconflict peacebuilding; (iv) political participation and influence in all areas of society; (v) economic rights and empowerment; and (vi) sexual and reproductive health and rights (SRHR). These objective areas are broad in order to correspond to the challenges faced and to make cooperation between the foreign policy's various tools possible. In addition, **the foreign service's internal work shall support the feminist foreign policy.**

112. **During the five years that the Government has pursued a feminist foreign policy, significant results have been achieved.** A report submitted to the Riksdag on the feminist foreign policy (Govt. Com. 2019/20:17) describes the work and provides examples of results, e.g. that the work is taking place at all levels: bilaterally, regionally and globally. The policy is well established and has inspired countries and organisations to follow. A handbook about the feminist foreign policy has been produced and summarises the work.

113. **Other examples of results achieved within the feminist foreign policy include initiating a network of female mediators who are active all over the world, driving forward the agenda for women, peace and security within the UN Security Council, and working for women's and girls' sexual and reproductive health and rights (SRHR). As part of the feminist foreign policy, the Government has made efforts to increase female representation in peace processes and legal systems, and to strengthen protection for female journalists, human rights defenders,**

³⁴² Eighth periodic report submitted by Indonesia under article 18 of the Convention, due in 2016. January 2020. CEDAW/C/IDN/8, [N2000562.pdf \(un.org\)](#)

³⁴³ Tenth periodic report submitted by Sweden under article 18 of the Convention, 2020, CEDAW/C/SWE/10, [N2014889.pdf \(un.org\)](#).

environmental activists, politicians, cultural works and others who defend women's and girls' enjoyment of human rights. The Government also cooperates with Wikimedia and a number of local partners as part of the #WikiGap initiative, which aims to increase the visibility of women on Wikipedia.

114. A feminist trade policy was launched in 2019 with the aim of contributing towards international trade bringing positive effects for women as producers, entrepreneurs, employees and consumers, in the same way as for men.

115. In April 2018, the Government arranged the Stockholm Forum on Gender Equality, bringing together more than 700 participants from over a hundred different countries to exchange methods and strengthen cooperation across borders and sectors. The aim was to create a global mobilisation platform for gender equality. As a followup event, Tunisia – in cooperation with the United Nations Development Programme (UNDP) and UN Women, and with the Governments support – organised the Tunis Forum on Gender Equality on 24–26 April 2019. This work is continuing, and France and Mexico – together with UN Women – will arrange global forums for gender equality during 2020.

116. The Government strategy for democracy policy describes the situation for democracy in Sweden where several serious challenges are highlighted. A report developed by Statistics Sweden on behalf of the Government, shows detailed statistics on women's and men's participation in various areas in society and shows that there are no large differences between women and men in terms of electoral participation, participation in democratic processes between elections, trust in democratic institutions, and the proportion of women and men represented in political bodies. **One challenge is that men are overrepresented in relation to women in senior positions within political bodies, for example as chairs of municipal executive boards.**

117. Another challenge that has been observed is that women with disabilities participate in electoral participation to a lesser extent compared with other women. The Agency for Participation has updated the checklist for accessible polling stations which was developed in 2014.

118. In order to promote a high and more equal level of participation in elections, the Swedish Agency for Accessible Media has been tasked with running the website 'All voters'. The website includes easy-to-read news information particularly aiming at groups of eligible voters which register low levels of participation in previous general elections, such as young people, foreign-born people and persons with disabilities.

119. In July 2017, the Government adopted an action plan – Defending free speech – containing measures to reduce exposure to threats and hatred among journalists, elected representatives, artists and opinion makers. The aim is to provide increased knowledge, support for those who are exposed to threats and hatred, and a stronger judicial system.

120. In 2019 the Swedish Gender Equality Agency reported that women generally face tougher conditions than men within political bodies and parties.

121. Since 2016, the Swedish Prosecution Authority has carried out a project focusing on crimes relating to threats and violence against elected representatives. The most common form of crime was threats and harassment, with violence being less common. This was shown by the 2019 survey of politicians' safety carried out by the National Council for Crime Prevention on behalf of the Government.

122. The Government decided on new legislation in 2018, allowing elected representatives from municipalities and regions who work full time or a significant portion of full time to take parental leave. The Government's aim is to make it easier for female and male elected representatives to combine holding elected positions with family life.

123. Civil society organisations can receive government funding to promote women's organisation and women's participation in the democratic process and in social life including gender equality project. The Government also provides support to government agencies to promote women's increased power and influence. The Swedish Film Institute Foundation, which allocates government film support, has worked

actively to achieve an equal gender distribution of production support, including via the 50/50 by 2020 action plan. This work has created a better gender balance in leading positions within the film industry.

124. The Government assigned the Swedish Research Council for Sport Science in 2018 to analysis and report on equality within sport. The report reveals that there is a gender imbalance of government and municipal funding for sports associations as well as gender distribution of board positions and elected representatives.

125. The Government has assigned the Swedish Gender Equality Agency to carry out a follow-up of developments in relation to the Government's gender equality policy CEDAW/C/SWE/10 20-07898 19/36 sub-goal of Gender equal division of power and influence which will be reported on by 31 January 2021.

126. For information about women's representation at universities, including professors, see question 16. For information about women's representation in economics, see questions 17–18, and in environment, see question 23.

Tunisia (2021)³⁴⁴

A. Participation of women in public life and decision-making.

202. Although there was an equal number of men and women on the electoral lists for the 2011 legislative elections, **women's representation in parliament remained below expectations.** Women made up 25 per cent of the National Constituent Assembly at the start of the legislative session in January 2012. That proportion increased to 30.59 per cent in June 2014. Women made up 35.94 per cent of the Assembly of the Representatives of the People, the elections for which were held in October 2014.

203. The number of women in parliament fell from 54 in 2019 to 163 in 2024, a decline of 24.88 per cent.

204. Since September 2020, women have made up nearly 28 per cent of the current Tunisian Government, including seven women who serve as ministers and 29 who hold the post of State secretary. For the first time in the country's history, a woman judge headed the Ministry of Justice, which is one of the core ministries, during the term of the previous government (February to September 2020).

205. A total 3,385 women were elected to serve on municipal councils, representing some 47.05 per cent of the country's municipal councillors. In addition, 573 women heading electoral lists were elected in municipal elections, equivalent to 29.55 per cent of all heads of electoral lists.

206. Women have little representation at the regional level; only one of the country's 24 Governorates is governed by a woman.

207. Women make up 37 per cent of the civil service, a figure that increases 46 per cent if one also counts women who are actively serving in the Ministry of the Interior and the Ministry of Defence.

208. Women comprise 35.8 per cent of qualified officials in the civil service. Women account for the following percentages of qualified officials:

- 25 per cent of general directors;
- 30.1 per cent of directors;
- 33.8 per cent of assistant directors;
- 40.2 per cent of heads of service.

209. The proportion of posts in the judiciary held by women has increased significantly, increasing steadily from 32.4 per cent of staff in 2010 to 43.12 per cent in 2018. Between 1986 and 2018, women made up a growing percentage of those joining the judiciary, with their share of the total increasing from 32 per cent to 68.5 per cent during that period. In 2020, women comprised more than 70 per cent of those joining the judiciary. At present, women comprise 55 per cent of first level judges, 23 per cent of second level judges and 22 per cent of third level judges in the ordinary courts.

210. Nevertheless, **the number of female judges in decision-making positions remains low and no woman has been appointed to any of the seven most senior judicial positions in Tunisia.**

³⁴⁴ Seventh periodic report submitted by Tunisia under article 18 of the Convention, due in 2020, December 29, 2021, CEDAW/C/TUN/7, p. 19, <https://documents-dds-ny.un.org/doc/UNDOC/GEN/N21/422/35/PDF/N2142235.pdf?OpenElement>

211. The number of female judges serving in the administrative courts increased from 39 in 2010 to 61 in 2016. From 2010 to 2019, the number of female judges serving in the financial courts increased from 30, or 30 per cent of all financial court judges, to 79 in 2016, or 45.14 per cent.

212. The number of women serving on the judicial councils has increased from five members, including four female judges appointed to the Temporary Judicial Commission, to 19 members, a figure that includes 10 female judges who were appointed to the Supreme Judicial Council. This is equivalent to an increase from 10.5 to 42.2 per cent of judicial council members.

213. In 2018, women made up 33.33 per cent of the Department of Military Justice, compared with 13.36 per cent in 2011. In the period from 2 September 2016 to 30 June 2019, military women held core leadership positions in the Department, including the posts of prosecutor with the Military Court of Appeal and State Prosecutor for Military Justice.

214. Women comprised 5.58 per cent of national army ranks in 2018 and 5.74 per cent in 2019.

215. With regard to the diplomatic service, there are 66 women diplomats serving in missions abroad. Some 131 women hold posts in the diplomatic service, including:

- 4 senior ministers plenipotentiary
- 24 ministers plenipotentiary, 12 of whom are serving abroad
- 40 foreign affairs advisers
- 53 secretaries of foreign affairs (20 serving abroad and 33 in the central administration)

216. In addition, seven women serve as ambassadors and five as consuls, while five are representative to international agencies.

B. Legal framework for gender equality.

217. Since National Constituent Assembly elections, the principles of parity and rotation have been the basis for the composition of the lists of candidates. Those principles were made integral elements of the election law following the adoption of the 27 January 2014 Constitution. The principle of vertical parity was used only in drawing up lists for the legislative elections. The request to mandate parity in the leadership of electoral lists (horizontal parity) was not addressed when the electoral law was debated. However, with adoption of the Electoral Act in 2017, lawmakers introduced both horizontal alignment and vertical alignment in the municipal and regional elections.

C. Measures taken to increase women's participation in public and political life.

222. In the National Strategy for Gender Mainstreaming, particular emphasis is placed on promoting the participation of women in political life and in the management of public affairs (paras. 91–96). Meanwhile, **the national plan of action for the implementation of Security Council resolution 1315 (2000) on women and peace and security includes a section on the inclusion of women in political life, the management of public affairs and decision-making, with a view to maintaining peace, resolving conflicts and countering terrorism.**

225. A set of scientific indicators have been developed on the basis of this framework that are derived from a number of relevant studies. These include a study on women in decision-making positions in the public sector, which was carried out by the Office of the Prime Minister in cooperation with UN-Women, and the studies carried out by CREDIF, the most recent of which include:

- A monitoring and follow-up mechanism on Tunisian women in administrative positions in the public sector;
- The National Committee for Promoting Equal Opportunities for Women and Men in Local Governance.

Tajikistan (2022)³⁴⁵

Participation in public and political life

Paragraph 32 of the concluding observations (see CEDAW/C/SR.1643 and CEDAW/C/SR.1644)

³⁴⁵ Seventh periodic report submitted by Tajikistan under article 18 of the Convention, due in 2022. (CEDAW/C/TJK/7).
https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FTJK%2F7&Lang=en

146. The representation of women in the parliament of Tajikistan over the past 25 years increased from 3 per cent in 1995 to 24 per cent in 2020. Two of the nine committees of the Majlis-i Namoyandagon are headed by women. One of the three deputy chairpersons of the Majlis-i Namoyandagon is a woman.

147. In the 2020 parliamentary elections, women's representation in the Majlis-i Namoyandagon increased from 19 per cent to 24 per cent and in the Majlis-i Milli from 19 per cent to 26 per cent. The number of women in the Majlis of people's deputies of the City of Dushanbe is 41.5 per cent, while in Khatlon province it is about 35 per cent, in Sughd province it is over 33 per cent, in the Gorno-Badakhshan autonomous region it is over 34 per cent, and in cities and centrally administered districts it is around 30 per cent. At this rate of growth, it is expected that gender equality will be achieved in the parliament of Tajikistan by 2030.

148. In 2017, Tajikistan established the Alliance of Women Parliamentarians, which includes thirteen women parliamentarians, including the deputy speaker of the Majlis-i Namoyandagon.

149. As of 2022, the Supreme Court has 41 judges, 10 of whom are women (24 per cent). There are 78 female judges (21 per cent) and 296 male judges in the courts of general jurisdiction. Ten women are chairpersons of courts and 17 women are deputy chairpersons. There are 65 trainee judges, 22 of whom are women.

150. According to the Civil Service Agency, as of 1 January 2022, 24.1 per cent of the 18,701 civil servants were women. There are 3,081 civil servants in urban and rural governments, including 587 women (19.0 per cent).

Turkmenistan (2022)³⁴⁶

Information on the follow-up to the concluding observations of the Committee on the Elimination of Discrimination against Women.

Paragraphs 26 and 27: Participation in political and public life.

119. The National Plan of Action for Gender Equality for the period 2021–2025 includes activities to train women in election campaigning and negotiation skills, and information campaigns to promote women's leadership.

121. Representatives of the Women's Union of Turkmenistan, together with representatives of other civil society organizations in all welayats, regularly conduct information activities to raise awareness among women of their rights and of the importance of women's participation in public and political life, and to identify leadership qualities among women working in various sectors of the economy.

123. Of the 56 members of Halk Maslahaty of the Milli Geňeş of Turkmenistan, eight are appointed by the President of Turkmenistan, while the remaining 48 are elected by secret ballot on the basis of indirect suffrage. As a result of the election of Halk Maslahaty members on 25 March 2021, out of the 48 elected members, 13 (27 per cent) are women. **124.** Of the 125 elected deputies to the Mejlis of the Milli Geňeş (Parliament) of Turkmenistan, 24.80 per cent are women; the speaker of the Mejlis of the Milli Geňeş of Turkmenistan is a woman; one of the Deputy Chairs of the Cabinet of Ministers is a woman; the Ombudsman of Turkmenistan is a woman; all deputy häkims responsible for social issues in welayats, etraps and cities are women. **The proportion of women in leadership positions in Turkmenistan in 2020 was 23.8 per cent.**

Botswana (2023)³⁴⁷

³⁴⁶ Sixth periodic report submitted by Turkmenistan under article 18 of the Convention, due in 2022. (CEDAW/C/TKM/6).

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

³⁴⁷ Fifth periodic report submitted by Botswana under article 18 of the Convention, due in 2023. (CEDAW/C/BWA/5).

https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FBWA%2F5&Lang=en

108. To raise awareness on the importance of electing women into decision making positions a **Training Manual for Women in Politics in Botswana has been developed** and currently being translated into Setswana. This was done through the support of UNDP.

109. Training for women aspiring for political office for the 2024 elections is scheduled to take place in 15 different areas countrywide. In addition, a campaign will be undertaken targeting political parties, NGOs, district councils, women, men and youth.

110. Emang Basadi conducted research on the status of women in politics to highlight perceptions and attitudes of the political players and the general public on women's involvement and participation in political decision making. This booklet will be used as an educational and advocacy tool on the political empowerment of women in the 2024 general elections.

111. In addition, Emang Basadi has started a project called Promoting Women into Political positions and leadership for the 2024 general elections and this project will work on the following:

- (a) Continue with national constitutional review including the electoral system review;
- (b) Training on Civic and Voter education;
- (c) Develop and launch Media Gender responsive reporting Guidelines;
- (d) Train Media on Gender Responsive Reporting;
- (e) Train aspiring women and girls to participate in 2024 National General Elections; and
- (f) Train political parties to review their institutional policies, regulations, manifestos to mainstream gender.

112. The Government of Botswana, through the Ministry of Youth, Gender, Sport and Culture (MYSC), in partnership with the United Nations Development Programme (UNDP); has embarked on a programme aimed at preparing women for more strategic campaigning for political participation and leadership for the 2024 elections and beyond. The purpose of this project is to:

- (a) **Strengthen capacities of women in politics and women advocates to be effective leaders, change drivers, campaigners and mediators;**
- (b) **Discuss women's political participation and challenges in a multiparty context/approach;**
- (c) Strengthen women and youth capacities to improve their contribution to women's and youth wings/leagues within political parties;
- (d) Sensitize top members of political parties and local political party authorities and influencers on how they can turn their respective organisations into democratic and inclusive institutions;
- (e) **Raise awareness among women parliamentarians, women from local government entities, women from civil society organisations and the media, about the importance of promoting gender equality in political involvement, participation in leadership and decision-making at all levels;** and
- (f) Support the design of intervention strategies and of a favourable environment for actions for the adoption of a gender parity law in Botswana, in line with CEDAW's recommendations and the National Gender Policy.

Iraq (2023)³⁴⁸

Women and peace and security

14. A national network of female peace mediators has been established. It is chaired by the Department of Women's Empowerment in the Secretariat of the Cabinet. The network is responsible for strengthening the **effective participation of women; boosting their influence on peace processes at all levels; and preparing women to have an impact on conflict resolution and decision-making.** The network has formulated phased workplans. Action is also being taken to establish a committee of local female peace mediators in every governorate.

³⁴⁸ Eight periodic report submitted by Iraq under article 18 of the Convention, due in 2023. (CEDAW/C/IRQ/8).
https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FIRQ%2F8&Lang=en

15. The National Security Council has organized several workshops on the role of women in Iraqi society, the political process, armed conflict (as political negotiators and soldiers), peacebuilding and upholding security at the national and international levels, and on building the capacities of women to combat violent extremism.

Articles 7 and 8: Participation in political and public life.

141. A committee was formed under the supervision of the Department of Women's Empowerment of the Cabinet. An integrated implementation plan to support women's political participation in the 2021 elections was drafted. That plan includes the following main goals:

- Goal 1: Review frameworks for organizing the electoral process to make them conducive and responsive to empowering women and increasing their participation.
- Goal 2: Protect women's political participation by implementing laws, regulations and procedures that protect women candidates and their electoral campaigns, and protect them from all forms of violence and abuse.
- Goal 3: Build the capacities of women to enable them to work in politics and take part in elections by developing the general political knowledge and skills needed for effective participation in elections.
- Goal 4: **Increase society's understanding of women's role in politics.**

142. Act No. 4 (2023) adopted the third amendment to Act No. 12 (2018) promulgating the elections law for the Council of Representatives and the governorate and district councils:

- (a) Women candidates must make up not less than 25 per cent of the open list.
- (b) The order in which candidates are listed on the open list must put in a woman after every three men.
- (c) Women must make up not less than 25 per cent of the Council of Representatives.
- (d) Women must make up not less than 25 per cent of the governorate council in each governorate.
- (e) **The percentage of women for each governorate shall be determined according to a fixed percentage.**
- (f) If the women's quota for an electoral district is filled by election results, there will be no changes.

143. Reports from the Independent High Electoral Commission have provided 2021 election-day statistics on the participation of women from the operations office and other relevant offices.

- Number of parties headed by women: 5
- Number of coalitions headed by women: 1
- Number of candidates – both male and female – running in the 2021 Council of Representatives elections: 3,244
- Number of male candidates: 2,295
- Number of female candidates: 949
- Number of independent female candidates: 156

144. With regard to administrative and technical posts occupied by women in the Commission, there is a nomination form specifying the rules. Women occupy 50 such posts out of a total of 375. There is an overall total of 267 women staff at the Commission.

Saudi Arabia (2023)³⁴⁹

Women's participation in political and public life (arts. 7 and 8)

110. **Every citizen of Saudi Arabia, male or female, has a right to participate in political and public life by participating in decision-making, voting or standing for office in institutions with an elected membership or management.** As regards women's participation in political life, article 43 of the Basic Law provides that every citizen, without discrimination, has the right to address the authorities on matters of concern to them. **Saudi Arabian women have been participating in the Shura Council.** Initially, six women were appointed as non-full-time advisors. The number was then gradually raised. By virtue of Royal Order No. 44 of 29 Safar A.H. 1434 (11 January A.D. 2013), women became members of the

³⁴⁹ Fifth periodic report submitted by Saudi Arabia under article 18 of the Convention, due in 2022. Submitted March 2023. (CEDAW/C/SAU/5). https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FSAU%2F5&Lang=en

Council, with a minimum quota of 20 per cent. Women have become chairs and members of several Shura Council committees. There are now 97 women working at the Council. The Human Rights Commission has 12 female members, or 50 per cent of the total.

111. Owing to the action taken to empower women, Saudi Arabian women have been appointed to governmental, academic and other posts. They have leadership positions in several ministries and government agencies. The proportion of women in senior and mid-level posts has risen from 28.6 per cent in 2017 to 39 per cent in 2021.

114. Saudi law gives women the opportunity to represent their Government at the regional and international levels. They can be ambassadors or work at Saudi embassies, consulates and missions. They can chair or take part in regional and international conferences and events. Saudi Arabian women have taken up senior international posts and work for international and regional organizations, including the United Nations and its specialized agencies. They also work for the Organization of Islamic Cooperation, the League of Arab States and the Gulf Cooperation Council.

115. With regard to the Committee's reference to peaceful practices, it should be noted that such practices are not criminalized in Saudi Arabia. **Under Saudi law, the right to such practices is guaranteed so long as they are carried out in an objective context that does not prejudice national security, public order, public morals, public health, the rights and reputation of others and other necessary restrictions stipulated in international human rights law.** The claim that individuals have been detained or imprisoned for exercising their freedoms or defending their human rights are completely untrue. **The reason for their detention or imprisonment is that they have been accused or convicted under Saudi law,** including for actions prohibited under international human rights law. Article 38 of the Basic Law provides as follows: "Penalties shall be individual. Offences and penalties must be based on a sharia provision or a legal provision. Punishment may be imposed only for actions subsequent to the entry into force of the legal provision". Article 36 of the same Law stipulates that individuals may be arrested, detained or have their freedom restricted only as provided for by law. Article 3 of the Code of Criminal Procedure stipulates as follows: "No criminal penalty shall be imposed on any person unless they have been found guilty of an act that is prohibited under the sharia or the law, following a trial conducted in accordance with the sharia".

Moldova (2024)³⁵⁰

Article 7 and 8

132. The right to vote from the age of 18, including on election day, is established, with the exception of individuals under judicial guardianship by court order.

133. According to the Electoral Code, in electoral programs, advertisements, materials, and campaign activities, it is forbidden to incite war aggression, national, racial, or religious hatred, to promote discrimination, territorial separatism, or public violence. During the campaign for the parliamentary elections in 2021 and the local election in 2023, the CEC invited electoral contestants and media institutions to sign a voluntary Code of Conduct .

134. In April 2023 an awareness-raising campaign was organised to combat sexism, harassment and violence against women in local elections.

135. Candidate lists for parliamentary and local elections are compiled respecting a minimum quota of 40% representing both sexes. Candidates are placed on the lists according to a formula of a minimum of four candidates for every ten seats. 2021 showed the highest share of women candidates for the Parliament – 46.7%. The number of female candidates on lists has increased by approximately 12% compared to the 2019 elections and by 16% compared to the 2014 elections.

136. Annex 14 provides data on women's participation in five elections .

³⁵⁰ Seventh periodic report submitted by the Republic of Moldova under article 18 of the Convention, due in 2024. June 2024. CEDAW/C/MDA/7. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FMDA%2F7&Lang=en

137. Political parties are entitled to receive annual funding from the state budget through the CEC, which is distributed , including for supporting women in elections. Twenty percentage of the annual allocations will be used to promote and encourage the participation of women in the political and electoral processes, and 10% will be used to promote and encourage youth participation.

138. The public service is based on the principles of equality and non-discrimination . **The filling of positions through competition is conducted based on the principle of equal access to public office** - ensuring access to public office for any person who meets the legal conditions, without discrimination based on sex, age, race, ethnicity, religion, political preference, etc.

139. The gender distribution of public officials between 2020 and 2022 consistently follows an approximate ratio of 1/2 women and 1/2 men. In senior management positions and in public authority leadership, women hold a significant share (Annex 14).

140. Judges are appointed from among candidates selected through a competition by the President of Moldova upon the recommendation of the Superior Council of Magistracy (SCM). Judges are appointed to serve until the age of 65).

141. The maximum age up to which citizens can be enlisted and serve in the military through a contract is 45 years . Women are registered for military service only after completing their contract service and are removed from military records upon reaching the reserve age limit or under other legally provided circumstances.

142. **When formulating proposals for reassignment or employment of individuals in diplomatic missions, the Evaluation and Competition Commission of the Ministry of Foreign Affairs (MFA) takes into account the need to ensure fair representation of women and men.** Within the MFA, 13 women hold leadership positions, constituting 34% of the staff. **Twenty percent of ambassadorial posts are held by women. Forty percent of diplomatic and consular staff abroad are women.** The qualifications required for diplomatic and consular service are regulated by Law no. 761/2001 on diplomatic service.

Türkiye (2024)³⁵¹

B. Follow-up information relating to paragraph 38(a) of the concluding observations.

16. Türkiye's Twelfth Development Plan (2024–2028), effective since November 2023, prioritizes increased female participation in decision making mechanisms. The plan outlines strategies to:

- **Implement quotas and support programs:** These “temporary special measures” aim to boost women’s representation in education, employment, and decisionmaking roles;
- **Increase female leadership: The plan encourages a gradual rise in women’s participation in all levels of governance, including public and private sectors, and politics.**

17. The plan sets a target of 5 per cent women mayors by 2028 and 25 per cent women representation in parliament.

18. The Strategy Paper and Action Plan on Women’s Empowerment (2018–2023) addressed the representation of women in decision-making mechanisms through a multifaceted approach. It included legal and administrative reforms, **initiatives to boost women’s participation in decision-making, and awareness-raising activities targeting both women and society as a whole.** Additionally, the plan assigned clear responsibilities to relevant public institutions and organizations.

19. In the new Strategy Paper and Action Plan on Women’s Empowerment (2024– 2028), Participation in Leadership and Decision-Making Mechanisms is also a separate heading. The plan outlines strategies to increase women’s participation in these processes, including capacity building for institutions, public awareness activities, research, and regulations.

³⁵¹ Information received from Türkiye on follow-up to the concluding observations on its eight periodic report. July 2024. CEDAW/C/TUR/FCO/8. https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FTUR%2FFCO%2F8&Lang=en

28. In the Ministry of Foreign Affairs, 38 per cent of career diplomats, 16 out of 32 directors general and 19 out of 50 deputy directors general are women. The proportion of female Directors-General/Deputy Directors-General in the Ministry has increased from 29.6 per cent to 42.7 per cent since 2020.

29. The proportion of female Ambassadors has steadily increased since 2000, from 4.6 per cent in 2000 to 27.3 per cent as of May 2024 (83 out of 304 Ambassadors are women). In 2016, this rate was recorded as 17.6 per cent, rising to 25 per cent in 2020.

38. Building on the 2021 Barrier-Free Vision Document, the National Action Plan on the Rights of Person with Disabilities (published February 2nd, 2023) outlines concrete steps for achieving accessibility goals between 2023 and 2025. The first year's progress report highlights a focus on laying the groundwork for future initiatives. While most activities are in the initial stages, some key achievements have already been made:

- **Accessibility Awareness:** Training programs were held for various groups, particularly public institutions, fostering greater understanding and commitment to accessibility;
- **Home Care Support:** A pilot program was launched to provide much-needed assistance to disabled individuals requiring care, primarily benefiting their caregivers who are often women;
- **Improved Care in Residential Institutions:** New Care Services Quality Standards were established, along with training for staff, to ensure better service quality for residents.