

ANNEX III

List of Suggested Questions

The following is a proposed list of questions that the CEDAW Committee could use to monitor States' compliance and implementation of the obligations arising from Article 8 of the CEDAW Convention under the reporting procedure of Article 18 of the same instrument.¹

I. For States that have opted for the simplified reporting procedure

A. Temporary measures

(1) Please provide information on special measures taken to promote the equal and inclusive representation of women in the foreign service and in international organizations, in accordance with Articles 4 (1) and 8 of the CEDAW Convention and the Committee's General Recommendations Nos 25 (2004) and 40 (2024).

(2) Indicate whether a 50/50 parity rule is used as a norm to ensure substantive equality between women and men in the diplomatic service and in international organizations.

(3) Please indicate whether the State takes an intersectional approach to ensure that women in all their diversity have access to decision-making positions in the foreign service and in international organizations.

B. Participation in political and public life

(4) Please provide updated and disaggregated data on the representation of women in the foreign service and in international organizations.

(5) Please provide information on measures taken by the State to ensure equal and inclusive access of women to positions in the diplomatic service and in international organizations.

(6) Has the State developed transparent nomination and selection processes for decision-making positions at the international level that take gender into account and ensure parity in access to those positions, as provided by Article 8 of the CEDAW Convention and Committee's General Recommendation 40 (2024)?

(7) Please indicate if the State has developed recruitment policies to ensure that women, in all their diversity, are represented in decision-making positions in the diplomatic service and in international organizations.

¹ The important role of CEDAW in paving the way towards gender parity in international representation, <http://www.gqualcampaign.org/wp-content/uploads/2020/10/Carta-al-Comite%CC%81-CEDAW-2016.pdf>.

(8) Please indicate if concrete goals and timelines have been set to achieve 50/50 parity representation of women in the foreign service and in international organizations.

(9) Please indicate if the State has a feminist foreign policy in place, making gender equality and women's and girl's empowerment a central focus of governmental policy and establishing new national and international partnerships on parity.

(10) Please indicate if the State considers women's underrepresentation when voting for new members in international tribunals, organs, and other institutions at the regional and universal levels.

(11) Please provide information on the steps taken by the State to devise a national action plan of action for achieving equal and inclusive representation of women in all spheres of decision-making for 2020, including in the diplomatic service and in international organizations, in line with the Committee's General Recommendation 40 (2024).

II. For States that have opted for submission of complete reports

In the light of Article 8 of the CEDAW Convention and the Committee's General Recommendations No. 23 (1997) and No. 40 (2024), ensuring equal and inclusive representation of women in decision-making at the international level, the report should contain information on:

Legal framework

(a) Whether laws or regulations provide for a 50/50 parity rule to ensure the participation of women on an equal basis with men in ***foreign affairs and international institutions***.

(b) Whether laws or regulations set up **transparent nomination and selection processes for decision-making positions at the international level** that take gender into account and ensure parity in access to those positions.

Enforcement and monitoring measures

(c) Whether the State has developed recruitment policies to ensure that **women in all of their diversity are represented in decision-making positions in the diplomatic service and in international organizations**.

(d) Whether **concrete goals and timelines have been set to achieve 50/50 parity** representation of women in the foreign service and in international organizations.

(e) Whether the State **considers women's underrepresentation when voting** for new members in international tribunals, organs, and other institutions at the regional and universal levels.

(f) Whether the State has devised a national action plan for achieving equal and equal representation of women in all spheres of decision-making for 2020, including in the diplomatic service and in international organizations, in line with the Committee's General Recommendation 40 (2024).

Data analysis at both the national and the local levels

(g) The updated and disaggregated data and proportion of women appointed at the international level (by position, length of service, and qualifications in the foreign service).

(h) The updated and disaggregated data and proportion of women in senior positions **in the foreign service** that is above the level of protocol officer or equivalent and those performing policy analysis, implementation, or development.

22. In light of the provisions of Article 4 and the Committee's General Recommendation No. 25 (2004) and No. 40 (2024) and on temporary special measures, the report should contain information on:

Legal framework

(a) Whether temporary special measures are applied in political and public life, in the area of the **representation of women at the international level** and in the **work of international organizations**.

(b) Whether temporary special measures have been taken to ensure the equal participation of women in **conflict prevention, management and resolution, peace negotiations, and post-conflict reconstruction**, including through the involvement and participation of women's organizations

Enforcement and monitoring measures

(c) Whether laws or regulations establish a body responsible for designing, implementing, monitoring, evaluating, and enforcing temporary special measures, and whether such a body receives an adequate allocation

(d) Whether the law governs the collection of statistical data disaggregated by sex and other factors to measure progress towards achieving **de facto equality**, and the impact of temporary special measures.

Data analysis at both the national and the local levels

(e) The number of temporary special measures in place (political, economic, social, cultural, and civil) to promote the equality of specific groups of women and girls (by urban and rural area, ethnicity, race, health, and disability status, indigenous or language group, age, marital and/or maternal status, socioeconomic status or other minority status, such as refugee,

displaced, stateless, migrant, widow, lesbian, bisexual, transgender or intersex).

(f) The ***number of women appointed to decision-making positions*** on the basis of the implementation of temporary special measures (by urban and rural area, ethnicity, race, health, and disability status, indigenous or language group, age, marital and/or maternal status, socioeconomic status or other minority status, such as refugee, displaced, stateless, migrant, widow, lesbian, bisexual, transgender or intersex).