

HUMAN RIGHTS OF WOMEN

Women's Rights = Human Rights

Women are entitled to the full and equal enjoyment of all of their human rights and to be free from all forms of discrimination



CEDAW: The Women's Bill of Rights

What is it?



The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is considered "the women's human rights treaty."

Very importantly, it:

- defines the meaning of discrimination against women
- legally binds countries that have ratified the Convention to eliminate all forms of discrimination against women in public and private life, including within the family
- aims to achieve substantive equality where women are able to enjoy their human rights in practice, and are given equal access to opportunities and an enabling environment to achieve equal results

Ratified by 118 countries

(This makes it second most ratified international human rights treaty)

Constitutional Overview



Yet, discrimination against women persists in many areas.

This includes through:

- Laws and Policies
- Social Norms and Practices
- Gender-Based Stereotypes

It can be both direct and indirect

DIRECT DISCRIMINATION

Different treatment explicitly based on the grounds of sex and gender difference

INDIRECT DISCRIMINATION

Criteria that is formally gender neutral but that, in practice, has a disproportionately negative impact on women

Example: Indirect Discrimination



Pension Scheme

A retirement pension scheme allows both women and men to participate however, they must be full-time workers.



The Reality

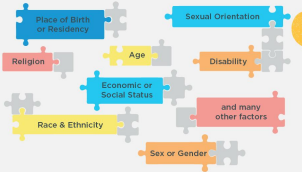
Women are more likely to work part-time due to disproportionate responsibilities for unpaid care and domestic work and occupational stereotypes among other factors.

As a Result

Women who work part-time are excluded from the pension scheme and are more likely to struggle with financial hardship in retirement.

Multiple Forms of Discrimination

Women and girls are NOT a homogenous group. Many experience multiple forms of discrimination and are often some of the most deprived and disadvantaged within marginalized groups. Multiple and intersecting forms of discrimination can be based on, for instance:



The Data

Gender discrimination has far-reaching and profound effects on the lives of women and girls.

<p>NATIONALITY</p> <p>In more than 50 countries, women are denied the right to acquire, change or retain their nationality</p> <p><small>SDG 5: Ability to create and enforce the same nationality rights in practice for the right to citizenship, nationality, permanent residency, refugee status and asylum</small></p>	<p>EMPLOYMENT</p> <p>Women earn 23% less than men globally</p> <p><small>SDG 5: Equal measure of pay and more women in senior jobs and leadership positions</small></p>
<p>FAMILY</p> <p>In 29 out of 187 countries, husbands are the highly designated heads of households</p> <p><small>SDG 5: Gender equality leads to better decision and critical leadership in homes, the care and control of children, which impact well-being, of families and overall societies</small></p>	<p>SEXUAL ORIENTATION & GENDER IDENTITY</p> <p>68 countries criminalize consensual relationships</p> <p><small>SDG 5: Reduced inequality, in income, gender and social status, including the rights and interests of marginalized groups</small></p>
<p>EDUCATION</p> <p>Globaly, 750 million children are illiterate. Two thirds of them are women</p> <p><small>SDG 5: While girls benefit from reduced access to economic and political decision-making, they are still not equal and gender barriers to engagement in decision-making persist</small></p>	<p>UNPAID CARE & DOMESTIC WORK</p> <p>Women spend 3x as many hours at least each day in unpaid care and domestic work</p> <p><small>SDG 5: Less time for work, leisure activities, further learning, gender social and economic structures</small></p>
<p>INTIMATE PARTNER VIOLENCE</p> <p>1 in 3 women worldwide have experienced physical or sexual violence – mostly by an intimate partner</p> <p><small>SDG 5: Reduced impact on the lives and health of women, significant economic, health and social consequences, and equity</small></p>	<p>FEMALE GENITAL MUTILATION</p> <p>1 in 3 girls, aged 15-49, have experienced FGM in the 30 countries where the practice is most prevalent</p> <p><small>SDG 5: Better physical and mental health, reduced health risks, including reproductive and sexual health, and overall well-being and quality of life</small></p>
<p>HEALTH</p> <p>More than 1 in 10 women, aged 15-49, of reproductive age worldwide have an unmet need for family planning</p> <p><small>SDG 5: Reduced ability to control fertility, impacts employment and to improve the number and spacing of children, which impact well-being, of families and overall societies</small></p>	<p>POLITICS</p> <p>Women occupy only 24% of parliament seats worldwide</p> <p><small>SDG 5: Gender equality within women's political participation in public decision-making, and financial and political leadership</small></p>

UNSUNG HEROES: WOMEN'S HUMAN RIGHTS DEFENDERS

Globally, women's human rights defenders are true heroes, braving obstacles and threats to stand up and speak out so women can live a free from discrimination and violence.

