



**STRENGTHENING CAPACITY OF PEOPLE'S ELECTED
BODIES IN VIETNAM
ONA - UNDP Project Vie/02/007**

***Gender Mainstreaming in Parliaments:
International Best Practices***

October 2005

ACRONYMS AND ABBREVIATIONS

AWID	Association of Women in Development
CEDAW	Convention on the Elimination of Discrimination against women
CLD	Centre for Legislative Development
CPA	Commonwealth Parliamentary Association
HIV AIDS	Human Immuno Virus Acquired Immune Deficiency Syndrome
ICT	Information, Communication and Technology
IDEA	International Institute for Democracy and Electoral Assistance
IPU	Inter Parliamentary Union
NCFAW	National Committee for the Advancement of Women
NGO	Non Government Organisation
MDG	Millennium Development Goal
RNE	Royal Netherlands Embassy
UN	United Nations
UNAIDS	United Nations programme for HIV/AIDS
UNDP	United Nations Development Programme
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women

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1 INTRODUCTION

1.1 Gender and parliaments

Parliament is a *fundamental* institution of any political system.¹ Parliaments represent men and women by establishing the rule of law, ensure compliance with international commitments, protecting human rights and playing an oversight role in managing the government's actions.

Gender equality is about ensuring equal rights for men, women, boys and girls. It is NOT a woman's issue.

Gender equality is **not** a woman's issue, it is about ensuring the equal rights, responsibilities and opportunities of men, women, boys and girls. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.² The 3rd millennium development goal (MDG) identifies the importance of "*promoting gender equality and empowering women*" (see text box Millennium Development Goals).

Understanding and working towards gender equality is central to the work of parliamentarians because:

- Parliament, like any other institution, is comprised of both men and women;
- Laws affect men and women differently;
- Several international conventions uphold gender equality, for example the MDGs, Beijing Platform for Action and the ***Convention on the Elimination of all Discrimination Against Women (CEDAW)***;³
- Gender rights are human rights;
- Budgets and other national policies impact on the lives of ordinary men and women; and
- Parliamentarians act as the voice for all men and women in society, especially vulnerable groups.

1.2 Developing a strategy to promote gender responsive parliaments

Gender mainstreaming moves beyond increasing the representation of women in politics or establishing women centred laws and committees. Many countries have already achieved results in these areas through the establishment of machineries or departments that address women and gender equality and an international drive to increase women's participation in politics.

The next step addressed in this publication is mainstreaming a gender perspective in parliaments through an ***analysis of the different impacts that parliamentary***

¹ Source: *Parliamentary Institutions: Basic Concepts* (2005)
<http://www.undp.org.vn/projects/vie02007/library.htm>

² Source: UN Office of the Special Adviser on Gender Issues and Advancement of Women.

³ Annex includes a full description of CEDAW and its optional protocol.

institution, functions, organisation and members have on men and women.

This publication focuses on the whole of parliament, to ensure the success of women parliamentarians once they have been elected, and to make parliament a gender responsive workplace that benefits both men and women.

This publication provides examples of best practices of gender mainstreaming in parliaments around the world. The examples have been collected from the work of non-government organisations, governments, international and local agencies working towards gender equality in parliaments. It is expected that some of the suggestions included in the examples will not be directly transferable between countries due to cultural, economic and political differences.

1.3 How to use this publication

This publication is organised into four sections: 1) the institutional framework of parliament, 2) the functions of parliament, 3) the organisation and management of parliament and 4) the members of parliament. Each chapter highlights the emerging gender issues, and suggests practical ways to mainstream gender considerations into the day-to-day work of parliamentarians by providing international examples of best practices.

Checklists for integrating a gender perspective into each area are included at the end of the four chapters. These checklists should be considered suggested guidelines for parliamentarians to facilitate the process of gender mainstreaming into their work. The checklists are not exhaustive, and some suggestions may need to be adapted to better suit the cultural, economic and political context of the specific country.

1.4 Getting Started: Considerations for Mainstreaming Gender in Parliaments

- ✓ *Conduct a gender analysis of the institution and functions of parliament.*
- ✓ *Identify the different access and control men and women have over resources including policies and procedures.*
- ✓ *Identify the different roles that men and women play in parliament.*
- ✓ *Identify the practical and strategic needs of men and women parliamentarians.*
- ✓ *Assess the different impacts that laws have on women and men.*
- ✓ *Find out what organisations are working on gender equality and ask them for advice on gender based analysis.*
- ✓ *Increase the representation of women and men from different social and ethnic groups.*
- ✓ *Investigate how gender issues have been solved in other countries.*
- ✓ *Identify relevant resources on gender mainstreaming and gender equality in parliaments.*
- ✓ *Look at examples of gender mainstreaming from Viet Nam to see how these practices can be developed.*

Millennium Development Goals (MDGs)

The Millennium Development Goals are an international commitment, which upholds gender equality. Although only one of the millennium development goals explicitly focuses on gender equality, all of the goals have gender implications. Parliamentarians can play a significant role by ensuring that governments are implementing the goals with real action.

- 1. Eradicate extreme poverty and hunger**
- 2. Achieve universal primary education**
- 3. Promote gender equality and empower women**
- 4. Reduce child mortality**
- 5. Improve maternal health**
- 6. Combat HIV/AIDS, malaria and other diseases**
- 7. Ensure environmental sustainability**
- 8. Develop a global partnership for development**

Source: www.un.org/millenniumgoals/

2 INSTITUTIONAL FRAMEWORK OF PARLIAMENT

2.1 Rules and Procedures

The rules and procedures of parliament are both formal and informal. Rules include the customs, conventions, practices and specific regulations to enable the legislature to function. Implicit in the rules are the law-making processes, division of labour, hierarchical structures, ceremonies, disciplines, traditions, habits and the norms of the assembly including its internal functioning and, parliament's relationship to other parts of the government and to the nation it has been elected to serve.⁴ All of these components which form the foundations of parliament determine the roles and relationships of, and between, men and women in parliament. The rules and procedures of parliament need to be inclusive and promote the active participation of men and women.

Parliaments are symbols of democracy and therefore should not exclude, restrict or discriminate against men or women.

Reviewing the rules to better meet the needs of men and women

The rules and procedures of a parliament are usually written up in a public document. The accessibility to and contents of the document may have different impacts on men and women. The rules should be easy for parliamentarians of diverse backgrounds and the general public to understand. It is important that the language used in the rules and procedures is clear and can be understood by both men and women.

Australia: plain language standing orders

In 2003, the New South Wales Parliament of Australia conducted a review of the Legislative Standing Orders. The review suggested that the Standing Orders, first established in 1895 be revised adopting a "plain English" approach. Plain language Standing Orders ensure that the rules and procedures of parliament reflect the contemporary practices of parliament and are understood by all citizens - male and female. Source: www.parliament.nsw.gov.au

Today many parliaments have developed handbooks for parliamentarians that include information on the roles of elected representatives, the rules and procedures of parliament and the constitution.

Parliaments are a symbol of democracy and therefore it is important that no rules and procedures exclude, restrict or discriminate against men or women. The most common form of discrimination in parliamentary rules and procedures is through **gender blindness** - statements that do not represent men's and women's needs, or uphold gender equality. Therefore, gender blindness can be a form of intentional or unintentional **gender bias**. Some parliaments are also reviewing the masculine language used in the rules and procedures of parliament to make it **gender neutral**.

⁴ Source: Women in Politics: Beyond Numbers (1998) IDEA <http://archive.idea.int/women/parl>

In some countries parliaments have made changes to parliamentary rules and procedures to accommodate the **practical and strategic needs** of men and women.

Central America: Masculine discourse and the rules of parliament

In 1944, the Legislature's Rules of Procedure used terms in the masculine to describe deputies and leaders. Once a woman was elected president there was a need to change the language to refer to both men and women. Since then it has become routine for the Rules refer to both male and female. Source: Politics: Women's Insight (2000) Inter-parliamentary Union www.ipu.org

In particular, parliaments have reviewed rules related to childcare provisions in parliament, changing meeting times and arrangements and making leave arrangements more conducive to family life. These topics are discussed in the section on Human Resources in Chapter 4 of this publication.

The Rules have also been reviewed in some countries to better meet the practical and strategic needs of women in their **reproductive role**. Debates surrounding a female parliamentary member's right to breastfeed in parliament have recently surfaced in Australia and the United Kingdom.

Australia: Standing Orders revised to allow breastfeeding in parliament

Changes have recently been made in both the Victorian Parliament and the Australian Capital Territory Legislative Assembly to allow breastfeeding during parliamentary sittings. The parliaments are attempting to keep up with changes that are occurring in other workplaces. The move has been interpreted as a step towards modernising parliament and meeting the needs of parliamentarians. Debates at a national level continue, however, it seems unlikely that the standing orders will be amended to allow women to breastfeed in parliament based on a rule, which does not allow "strangers" or non-members into parliament. Sources: www.democrats.org.au and www.abc.net.au/am/stories/s793936.htm

2.2 Professionalising the culture of parliament

Parliament, like any institution has its own culture. Parliaments around the world have been criticised for promoting a culture rooted in tradition and **patriarchy**, which restricts the participation of women, perpetuates gender inequality and intimidates some groups within society in general.

In an effort to be professional, open and better able to represent the people, parliaments need to foster a culture of equality between men and women. Two ways this can be achieved include ensuring that the parliament is well resourced and that the workplace is **socially inclusive**.

Modern infrastructure and rules in parliaments can facilitate the active participation of men and women. In particular, leave benefits, childcare facilities and separate rest rooms for men and women all support the work of parliamentarians.

Source: Commonwealth Parliament Association

Resources and the institution of parliament

Parliament is a work place, and therefore it needs to be well resourced to enable parliamentarians to perform their roles as best they can. Ways in which parliament can be resourced include physical resources, such as, infrastructure and equipment,

and intangible resources like access to knowledge and information and policies which meet the needs of men and women parliamentarians.

In some countries obvious ways that physical resources have been tailored to meet the practical needs of men and women include providing a space for women to breastfeed or a *creche* for the children of male and female parliamentarians. In other countries an example might be ensuring that there are male and female toilets for parliamentarians. For example, in one country in Central America, the election of a female Speaker led to the installation of female toilets and allocation of parking spaces for female parliamentarians.⁵

Providing computers, a library and other information resources are also examples of how parliaments can be better equipped to meet the needs of men and women. However, in workplaces or parliaments where resources, such as computers, information and research reports, are limited there is an increased demand for resources, which requires monitoring. Parliaments should monitor the **access to and control over resources** to guarantee that neither men or women miss out. If all parliamentarians have equal access to information and resources they will not be disadvantaged in terms of making decisions or participating in debates.

Scotland: A 21st Century parliament

Scottish Parliament has resourced parliamentarians with information communication technologies including the internet and web based resources. In fact Scotland is the first country in the world to accept e-petitions, web-cast parliament and feature interactive biographical films of parliamentarians. The Scottish example has also been adopted by the Slovak Republic who now have a digital library of parliamentary practice and procedures. Source: www.scotland.gov.uk

Gender equality in the "culture" of parliament

The culture of a society is reflected in its politics. If societies uphold a culture of gender equality, so too should parliaments. With the increased participation of women, it is important that parliaments adopt a culture of gender equality, which does not

Because politics reflects a society and the dominant social and cultural values, gender equality in politics is contingent on gender equality in society.

United Kingdom: Changing the culture of parliament

Sexist humour and barracking have been common practices during debates in the United Kingdom's House of Commons. After being exposed by the media, it was agreed that parliaments need to promote a "culture" where men and women are equals. Terms of endearment such as "love", "my dear" and "sweetheart" are sometimes used within parliament and, consciously or not, these terms belittle fellow parliamentarians. Terms like "manning" and "manpower" also persist in parliament instead of "staff" and "personnel". Similarly, phrases such as "man in the street" instead of "person in the street"; "one-man one-vote" instead of "one-person one-vote" and "Chairman" instead of "Chairperson or Chair" are less tolerated and slowly becoming outdated. Source: Politics: Women's Insight (2000) Inter Parliamentary Association www.ipu.org and International IDEA, 2002, Women in Parliament, Stockholm <http://www.idea.int>.

⁵ Source: Politics: Women's Insight (2000) Inter Parliamentary Union www.ipu.org

exclude men or women in any way.

The "male" culture of parliament has obvious impacts on women but it may also impact negatively on some male parliamentarians. Just as women are not a homogenous group, nor are men, and often the power in a hierarchical institution is held by a few individuals. Institutional practices that shape the identity of men may also determine who is allocated powerful positions and to what degree a member can participate in committees or debate.⁶ In particular young men, ethnic men or men who do not participate in some aspects of "male" culture may be excluded just as some women are.

Parliaments can promote a culture of gender equality by having one set of rules for men and women, and by challenging **gender stereotypes** of men and women. Parliaments can also mobilise men and women as change agents for gender equality can assist in changing the dominant culture in society and institutions, such as parliament. Men who are inside of the dominant culture can also be tapped to confide in and bring about change among their peers. Gender stereotypes can be challenged by reviewing the information presented to parliaments and by monitoring the participation of men and women in different areas of government through progress reports and research.

Germany: Progress reports highlight roles of men and women

A group of female parliamentarians initiated a manual on the equal opportunities for men and women. The handbook is published by a major legal and economics publishing house and provides up to date information on policies, relative positions of men and women in the public, political, economic and social sectors. Source: www.scotland.gov.uk/library5/social/ifel-00.asp

⁶ Source: Association for Women's Rights in Development, Young Women and Leadership Program Email Discussion: Involving Men in Gender Equality. February 2003. www.awid.org

2.3 Getting Started: Considerations for making rules and procedures in parliament gender responsive

- ✓ *Are the rules and procedures easily accessible for male and female parliamentarians and the general public?*
- ✓ *Does parliament provide handbooks for male and female parliamentarians on their roles?*
- ✓ *Are the rules written in plain language that is easy for men and women of different backgrounds to understand?*
- ✓ *Do the rules meet the practical and strategic needs of men and women?*
- ✓ *Do any of the rules exclude, restrict or discriminate against men or women?*
- ✓ *Is the language of parliament gender neutral?*
- ✓ *Does the infrastructure of parliament support men and women?*
- ✓ *Do male and female parliamentarians have equal access to information and knowledge?*
- ✓ *Do men and women have access and control over resources such as computers?*
- ✓ *Is the informal culture of parliament appropriate for both men and women?*
- ✓ *Does parliament monitor the participation of men and women in the institution?*
- ✓ *Do men and women work together to make parliament more socially inclusive?*

3 FUNCTIONS OF PARLIAMENT

3.1 Legislative

The legislative function of parliament can be described as law making, debating laws and policies and reviewing and approving the national budget. The integration of gender issues into law making protects the rights and responsibilities of men and women, and promotes a national message of gender equality. Considering gender equality in the budget approval process ensures that government services, such as health care or transportation, meet the particular needs of men and women, boys and girls in a society.

Gender and legislation

It is the responsibility of parliaments around the world to initiate, amend and scrutinise legislation.⁷ A gender perspective should be held in mind when undergoing this process to highlight the differential impacts of new and existing laws for men and women, to protect the rights of men and women and to actively play a role in working towards equality between men and women.

Canada: Gender based analysis of legislation

In 1993, British Columbia embarked on a process of integrating gender-based analysis into all legislation, policy and programs through a formal process requiring a gender impact analysis in all Cabinet submissions. The Ministry of Women's Equality provides advice to ministries; conducts training sessions; and has developed tools to support policy and program developers in recognising the potential impacts of public policy. The ministry also designs policies and new programs that effectively meet the needs of women and men. Source: Canadian Experiences of Gender Mainstreaming in (2000) <http://www.swc-cfc.gc.ca/pubs/>

The key entry points for parliamentarians to mainstream a gender perspective into the legislative process include, reviewing existing laws to reveal the impacts they have on men and women and an analysis of the implementation of existing laws which uphold the rights of men and women. Existing laws which have contribute to

Kosovo: Gender equality law

In 2004, the United Nations Interim Administration Mission in Kosovo established a gender equality law. The law also mandates the establishment of an Office for Gender Equality and a Gender Equality Attorney appointed by the government. The office and the Attorney are responsible for the implementation, monitoring and review of the gender equality law. Citizens are also able to address the Attorney with complaints related to discrimination or other gender related issues. Both positions are funded by the national budget of Kosovo. Source: www.womenwarpeace.org/kosovo

⁷ Source: *Parliamentary Institutions: Basic Concepts* (2005)
<http://www.undp.org.vn/projects/vie02007/library.htm>

gender equality include, Australia's Sex Discrimination Act (1984), Laos' new law on trafficking in persons, Denmark's Gender Equality Act (2002) and the United Kingdom's Gender Recognition bill 2003.

Uganda: Domestic Relations Bill

The Domestic Relations Bill is a crucial piece of legislation for gender equality in Uganda. The bill addresses property rights in marriage, the right to negotiate sex on the grounds of health, sets the minimum age of marriage at eighteen, prohibits female genital mutilation and legislates that widow inheritance is a criminal offence. The payment of bride price is no longer be essential for the formalisation of customary marriages, and any demands for the return of marriage gifts will be an offence. Marital rape is a criminal offence and the bill provides for civil remedies, such as compensation and restricting orders. The grounds for divorce are equally applicable to both spouses and alimony is provided for. The bill continues to exclude cohabitation, but provides parties to such relationships with certain rights, including the right to register the fact of cohabitation and particulars of any monetary or non-monetary contributions made, making it possible for property to be equitably distributed even when registration has not occurred. Polygamy is also strictly regulated by guidelines that provide for the economic support of all wives. The bill also provides for equal sexual rights and establishes more equitable grounds for divorce. Source: von Struensee, Vanessa M.G., "The Domestic Relations Bill in Uganda: Potentially Addressing Polygamy, Bride Price, Cohabitation, Marital Rape, Widow Inheritance and Female Genital Mutilation" (July 2004). <http://www.papers.ssrn.com>

Parliamentarians can also promote the establishment of a gender equality law. A number of countries have gender equality laws, such as Switzerland, Finland, China,

China: Laws uphold women's rights

After thousands of years of feudalism during which time Chinese women did not enjoy equal rights with men, China has established a legal system for the protection of women's and children's rights. The Constitution of the People's Republic of China and other laws including the Law on the Protection of Rights of Women, the Law on the Protection of Rights of Minors, the Law on Marriage, the Laws on Labor, Education and the Health of Mothers and Infants. Source: Xu Ke, Women in China (2000) www.onlinewomeninpolitics.org

Norway, South Korea, Japan, Ukraine, Kosovo, Tajikistan and Bosnia. Mongolia and Vietnam are also currently drafting gender equality laws.

Gender and the approval process for national budgets

In recent years there has been a move towards gender budgeting - ensuring that local and national budgets meet the needs of both men and women. Gender budgeting initiatives fundamentally recognise that being a citizen is not the same for men and women. Gender budgeting considers the different implications that budgets have for men and women; taxation, allocations for sectors or infrastructure projects, trade and even privatisation.⁸ Gender considerations can be integrated into the

⁸ See Parliament, the budget and gender, Handbook for Parliamentarians (2004) www.ipu.org/english/handbooks.htm

budget approval process through the inclusion of a **gender-based analysis**. Including a gender analysis in the budget process can ensure that government spending is targeted at the needs of men and women. This review process also promotes transparency of government spending and assists in improving the quality of services delivered to men and women. Monitoring the government allocations of resources can also bridge the **gender gaps** that exist in terms of capabilities, opportunities and decision-making powers. For example, a gender analysis of the education budget can provide solutions to increasing the level of education among girls and reducing drop outs rates. The aim of gender budgeting is NOT increasing spending for women, rather it ensures responsible spending that is responsive to people's needs.

Countries such as the Philippines, Australia, South Africa, Sri Lanka, Barbados,

Philippines: Act on gender budgeting

The Women in Development and Nation Building Act requires that every government implementing agency allocates a minimum of 5 per cent, to a maximum of 30 per cent, of all development assistance funds to programmes and projects that mainstream or include gender concerns. A number of guidelines have been issued to explain to national agencies and local governments how to comply with the act. Since 1995, the number of government agencies submitting Gender and Development (GAD) reports as well as the total GAD allocation has been steadily increasing. However, by 1999 only 40 per cent of all 64 agencies had reported and the total GAD allocation was 0.6 per cent, way below the required minimum of 5 per cent. Reviews of the policy have suggested that the GAD budget has been successful as an advocacy tool for gender-responsive budgeting.¹

Source: Budlender (2001) cited in Parliaments, the budget and Gender (2004) www.ipu.org/english/handbooks.htm

Namibia, Tanzania, Uganda, Botswana and Mozambique, use a gender analysis in the development of their national budgets.⁹

The first step in conducting a gender-based analysis of a budget is the collection and management of **sex disaggregated data** from various sectors. Once parliamentarians are equipped with accurate baseline data they can begin analysing

Sweden: parliamentarians and the review process

Before the budget reform process in the early 1990s, the process of budget approval in the Swedish Parliament, the *Riksdag*, was described as 'undisciplined'. The reformed parliamentary process has three key steps over a period of nine months. Parliament fixes the aggregate level of expenditures and revenues in April, for approval two months later. Following the tabling of the budget in September, the Finance Committee discusses and recommends the allocations for each 'expenditure areas', such as justice, communications etc. Once the house has approved the division of aggregate expenditures, sectoral committees allocate funding to individual appropriations within their expenditure areas. The sectoral committees are permitted to change the composition of appropriations but must remain within the agreed total for their expenditure area. The budget is approved in December, before the beginning of the fiscal year in January. The additional time and transparent process enables parliamentarians to access the information necessary to make decisions and fulfil their roles. Source: Budlender *et al* (2001).

⁹ See: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm and Cutting Edge Pack Gender Budgeting (2004) www.bridge.ids.ac.uk/gender_budgets_cd/ for examples on how to conduct a gender analysis of budgets.

the different needs of men and women and the impacts that budget allocations have on men and women.

For parliaments that are not able to mainstream gender into the entire budget process, there are small steps forward to ensure the consideration of basic gender issues. For example, allowing parliamentarians time to review the budget is one way to assist men and women to seek advice related to the impacts of budget allocations. When parliamentarians have enough time they are in a better position to conduct an analysis of the effects the budget will have on different groups. Parliamentarians can also exercise their oversight responsibility through monitoring the budget.

3.2 Oversight

The oversight function of the parliament takes several forms including, scrutiny of the government, routine scrutiny and public scrutiny. These can take various forms ranging from debates, questioning the government or inquiries.

Through the oversight function, parliaments have a responsibility to monitor the progress of government in areas such as poverty alleviation and development. In particular, parliaments can oversee the implementation of international commitments and efforts being made to harmonise domestic laws to uphold the rights of both men and women. Parliaments can also exercise their oversight function to monitor the work of governments in delivering national programmes and services to social groups through the national budget. By understanding the relationship between gender equality and sustainable development, parliaments can make more informed assessments of national programmes and poverty alleviation initiatives.

Monitoring the implementation of international commitments

The first step in exercising the parliamentary right to oversight is being aware of the international commitments made by the governments of a country. International commitments include conventions such as CEDAW, the Beijing Platform for Action, the MDGs and poverty reduction strategies. Gender equality messages or issues are included in all international conventions that uphold human rights and commit to alleviating poverty.

Viet Nam was one of the first of some 180 countries to sign and ratify the convention.

The most significant convention addressing gender equality is CEDAW, established in 1979.¹⁰ The legally binding convention ensures the enjoyment of civil, political, economic, social and cultural rights, and specific rights particular to women and girls.¹¹ Other international conventions that have direct impacts on gender equality include the Rights of the Child, the International Covenant on Economic, Social and Cultural Rights and international conventions related to employment, freedom of association and even migration.¹² For example, the convention on the Rights of the Child has a number of implications for boys and girls, for example, female infanticide, selective abortions, HIV AIDS and the impact on child orphans, male child soldiers, gender specific forms of child labour and the high numbers of male juvenile offenders.¹³ There are also guidelines on

¹⁰ See <http://www.iwraw-ap.org/convention.htm>

¹¹ Source: CEDAW and its Optional Protocol: Handbook for Parliamentarians (2003) UNDP.

¹² See <http://www.unhchr.ch/html/intlinst.htm> and <http://www.iwraw-ap.org/mechanism.htm>

¹³ Source: Child Protection A handbook for Parliamentarians (2004) IPU and UNICEF.

making a **gender related persecution** claim for refugee status developed by Canada, the United States of America, Australia, and the United Kingdom.¹⁴

Beijing Platform for Action

The Beijing Platform for Action for the promotion of the status of women was developed in 1995. The platform for action includes 12 focus areas including:

1. Women and Poverty
2. Education and training of Women
3. Women and Health
4. Violence against Women
5. Women and Armed Conflict
6. Women and the Economy
7. Women in Power and Decision – making
8. Institutional Mechanism for the Advancement of Women
9. Human Rights of Women
10. Women and the media/ Women and Information and Communication Technologies (ICTs)
11. Women and the Environment
12. The Girl - Child

Source: www.un.org/womenwatch/daw/beijingplatform/

Some countries around the world have established a commission on gender equality, an Ombudsman on gender equality or another machinery whose primary role is to monitor gender equality in laws and the operations of government. Parliamentarians can publicise the international commitments of government and advocate for signing other international conventions that may further gender equality in that country. Parliamentarians can also use their right to submit a member's bill encouraging parliament to ratify particular agreements.

South Africa: Commission on gender equality

South Africa has established a commission on Gender Equality to monitor all sectors of society in an effort to promote gender equity. It is also the job of the commission to investigate complaints on gender related issues and to conduct research on existing and impending legislation from a gender perspective. Unable to fulfil such a broad mandate with only 36 members in five regional offices, the commission works in partnership with relevant organisations to broaden its reach. A major achievement of the commission is the publication of annual report cards on the progress of gender equality in State and civil society. Source: www.http://safrica.info/women.cge.htm

Everyday uses of gender analysis

Parliamentarians can also play a key role in the monitoring the effectiveness, efficiency, accountability and transparency in government spending. While many parliamentarians may not be able to conduct a gender analysis of the budget, they can work with universities, NGOs or other experts in the field. However, it is important that parliamentarians understand that they are empowered to exercise this right.

¹⁴ Source: Refugee Protection, a guide to international refugee law UNHCR and IPU. www.ipu.org/english/handbooks.htm

Parliamentarians can strengthen basic gender analysis skills that are useful when analysing budgets. For example, a **sex-disaggregated public expenditure incidence analysis** can be done to estimate the unit cost of providing a service and the level of utilisation by different groups of women and men.¹⁵ Some surveys that have used this tool have revealed that public services intended for poor women actually benefited richer women. **Sex-disaggregated beneficiary assessments** are used to find out the extent to which a service addresses the needs of poor women and men. It is a measure of the value that poor people assign to a particular service.¹⁶ Parliamentarians can enhance their oversight role and better reflect their constituents' interests through the use of these analytical tools. It is also important that parliamentarians have budget reports and plans available to them when they are reading the budget.

Serbia: An example of a gender analysis of the cost of domestic violence

Serbia is responding to an increase in violence during a period of economic transition through calculating the actual and potential costs of the problem on the State. Without the gender equality strategies to cope with an increase in domestic violence, a gender budgeting analysis may provide the answer to supporting domestic violence initiatives. Although Serbia has a law recognising domestic violence as a criminal act, it is not enough to respond to increasing domestic violence. Under international human rights standards the State is responsible for the effective implementation of laws. It also costs money to implement the law, however, the costs of domestic violence are enormous. They include: building shelters and transitional housing; healthcare, medicines, and medical treatment; psychological and legal counselling; police services and trials; domestic violence education; training for judges, policemen, and other officials; treatment of violators; collecting evidence and statistics for officials; loss of job time and reduced productivity at work; implementation of the legislation; implementation of gender sensitive data or gender statistic and monitoring of institutions. The costs include time and money dimensions. The time dimension can be estimated by the percent of the working time (by year and month), of police courts, and prosecutors, used on interventions responding to cases of domestic violence. This case demonstrates the importance of understanding the budgetary implications for gender issues. Source: Janice Duddy October 2003 <http://www.awid.org/seedrecipients.html>.

3.3 Representative role

The representative role of parliamentarians includes being accountable to the people, representing the needs and interests of the people and informing constituents about debates, new laws, government spending and policies. When fulfilling their representative role it is important that parliamentarians represent the interests of male and female constituents who comprise different groups within society.

Bringing a gender perspective to current issues

Parliamentarians are expected to keep informed about a range of current development issues such as HIV/AIDS, human rights, drug use, poverty reduction

¹⁵ Source: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm

¹⁶ *ibid.*

and national security. All of these issues have different impacts on the lives of men and women. It is these differential impacts that affect the economic or social stability of a country.¹⁷

Parliamentarians can bring a gender perspective to current issues by working closely with experts in the field such as government departments, national machineries, NGOs and unions, or academics working on gender equality issues.

Egypt: International conferences promote new ideas and gender equality

Women politicians from Egypt are slowly changing their perceptions about gender equality following attendance at international conferences. International conferences provide parliamentarians the opportunity to network with parliamentarians from other countries and local NGOs working on gender equality. It is also an important tool for parliamentarians to raise public awareness to gender equality issues and to the role of women in politics. For example, the Egyptian parliamentarians demonstrated to the general public that gender issues such as changes to the family law, reproductive rights, and female circumcision were general concerns that need to be heard and taken seriously. Source: International IDEA, 2002, Women in Parliament, Stockholm (<http://www.idea.int>).

Parliamentarians can use opportunities such as conferences, forums, study tours, exposure visits and workshops to network with other parliamentarians, the media and civil society. Building and maintaining strong networks enables parliamentarian to keep informed about gender issues. Parliamentarians, and women parliamentarians in particular, can advance the active participation of women in parliament by organising, motivating and encouraging female parliamentarians. Parliamentarians can also use their positions to recruit and inform other women about standing for election and the role of women in politics.¹⁸ Although women should work together to

European Union: Seeking advice from experts on gender issues

European parliamentarians have recognised that they cannot be experts all areas, especially gender equality. The parliamentarians have sought advice from academic experts to draft policies on such matters as domestic violence, female bondage, care of children and the aged, pensions and women's health issues. Some of the most active pro-women European Union Commissioners involve NGOs and academic experts in their work to further mainstream gender issues through their respective portfolios and agendas. Source: European Union Website www.europa.eu.int

promote the participation of other women, they should not operate in isolation - as a **ghettoised** group within parliament. Where ever possible men and women need to work together to promote gender equality.¹⁹

Informing men and women

Parliamentarians can interact directly with civil society in a number of ways, through relationships with individuals, unions, interest groups or political parties. When

¹⁷ See Handbook for legislators on HIV AIDS, law and human rights (1999) IPU and UNAIDS. www.ipu.org/english/handbooks.htm

¹⁸ Source: Dahlerup, D. 1988. "From a Small to a Large Minority: Theory of Critical Mass", *Scandinavian Political Studies*. Vol. 11. No. 4. pp. 275–298.

¹⁹ Source: IDEA, 2002, Women in Parliament, Stockholm <http://www.idea.int>.

parliamentarians interact with civil society they do so as leaders within the community. As representatives of the people, parliamentarians are in a good position to inform the men and women in their communities. Male and female parliamentarians should take the opportunity to **raise awareness** and promote the messages of gender equality that are upheld in laws.

There are different methods that parliamentarians can use to promote or publicise the work of parliaments. Some of these methods include, publishing reports, letters, establishing telephone hotlines, press releases, interviews on television and radio or through websites and the internet.

United States of America: Advocating for gender equality

The Million Women Challenge is a nationwide effort to mobilise people across the United States to take action and tell elected officials and candidates that they care about international women's issues and want them included in the nation's international policies. Public officials (and candidates running for public office) need to know that people in their districts care about global issues.

www.womensedge.org

Parliamentarians need to choose a range of methods which best enable them to represent both men and women. Remember that some men and women are not literate, do not have access to communication technologies or do not have time to attend meetings or functions.

India: Media and parliament

One parliamentarian in India refers to the Parliament and the media as two major institutions in a democracy. While parliament as a law making body holds a pivotal position in any democratic system, the mass media informs people about their rights and duties, and on the functioning of democratic institutions. The media are as much the people's representative as the individuals elected to Parliament, and together media and parliament are involved in the process of nation-building and engendering social change. In democratic societies, it is imperative that the media are free from overt or covert government restrictions and censorship. As such, an adequate legal framework should be created to define what the media should and should not do, he continued. Source: Bouchet, N. and Kariithi, N. K. (2003) Parliament and the Media building an informed society. The International Bank for Reconstruction and Development / The World Bank.

Parliamentarians should also actively dispel myths and stereotypes about the capacity, roles, needs or wants of men and women. When making presentations to the community parliamentarians should check their information and facts so they do

Venezuela: Parliamentarians ensure indigenous rights

The Network of Women Parliamentarians of the Americas has used its position to represent the needs of women by promoting health care for indigenous people. The network has recommended that indigenous people receive health care, resources and a legislative framework, which upholds equal treatment in health, education and social development. Source: Network of Women Parliamentarians of the Americas, Margarita, Venezuela February 22, 2003 www.copa.qc.ca

not misinform men and women. In particular, parliamentarians should paint a realistic

picture of gender equality in the country, emphasising the areas of focus, rather than idealising or glossing over gender issues. Parliamentarians can also direct their constituents to reliable information sources, such as, the national machinery for gender equality or relevant ministries.

Sweden: Working with the legislative and executive to mainstream gender

The national Swedish government works in partnership with regional and local governments to mainstream gender. Sweden's success in mainstreaming gender is a result of political support and a strong national equality machinery. Long term political support has enabled the Swedish to employ a range of analytical, educational, organisation and consultative strategies for gender equality. The machinery has exerted influence on the policy making process, conducted research and training on gender issues and widely disseminated gender statistics.

In 1994, the Swedish Government introduced a policy insisting that a gender equality perspective be taken into account in the preparatory proceedings of all decisions by the Cabinet. Particular ministers are responsible for conducting a gender impact analysis and work to promote equality within their fields of responsibility. This formal political commitment to 'mainstreaming' at the highest level is restated each year and progress is measured against national targets for gender equality.

Terms of reference have also been introduced which state that all government committees of inquiry must analyse and discuss their proposals from a gender perspective. The committee addresses the direct and indirect impacts on men and women in all areas, such as the labour market, economy or welfare system. If the committee or the special commissioner consider it impossible or unnecessary to conduct a gender analysis of any particular issue, the reason must be stated. Organisational and budgetary programmes are now also analysed from a gender perspective.

Since 1992, Sweden has also mainstreamed gender into the collection and management of statistics. Statistics Sweden, the official statistics services in Sweden first set up a special unit for the production and promotion of gender statistics in 1983. Today in Sweden, all statistics are disaggregated by sex in an annual publication called Men and Women in Sweden. In 1996, the Swedish Government commissioned the National Labour Market Administration to present labour market statistics disaggregated by sex. Gender disaggregated statistics are seen as a central plank of 'mainstreaming' to raise awareness, inform policy making and to monitor and evaluate the impact of policies and programmes. Source: www.scotland.gov.uk/library5/social/ifel-00.asp

Guidelines for gender analysis

Gender analysis requires talking to both men and women, analysing the cultural and political context in which different groups live, gathering and analysing information from a variety of sources and using different methods. Some key steps include:

1. Identify, define and refine the issue at stake.
2. Define the outcomes (desired / undesired or intentional / unintentional).
3. Identify what information or additional inputs are required to understand the issue.
4. Conduct research using a variety of methods including existing data from household surveys and consultations with different stakeholder groups.
5. Discuss and analyse different options available which may minimise negative impacts on men / women.
6. Making recommendations for policy changes.

3.4 Getting Started: Considerations for gender mainstreaming and the functions of parliament

- ✓ *Do parliamentarians have information on the international laws and conventions that uphold the rights of men and women?*
- ✓ *Are members of parliament aware of the implications that international commitments, such as CEDAW, have on men and women?*
- ✓ *Does parliament have enough time to review and analyse the budget?*
- ✓ *Does parliament request expert advice on gender analysis and budgets?*
- ✓ *Do parliaments use question time to put gender on the agenda?*
- ✓ *Do all parliamentarians have access to the same information and reports to help them make informed decisions and opinions?*
- ✓ *Is there a national machinery focused on gender mainstreaming?*
- ✓ *Are there any laws that focus on gender equality?*
- ✓ *Does parliament conduct a gender based analysis of laws and policies?*
- ✓ *Does parliament have access to sex disaggregated data?*
- ✓ *Do parliamentarians have data analysis skills?*
- ✓ *Are parliamentarians actively promoting gender equality through their representative role?*
- ✓ *Do parliamentarians use a range of methods, appropriate to men and women when engaging with their communities?*
- ✓ *Can men and women access parliamentarians and their messages?*
- ✓ *Do parliamentarians have access to reliable information on gender mainstreaming and gender issues?*
- ✓ *Is there a commission on gender equality or another machinery that monitors the gender mainstreaming process in governments?*

4 ORGANISATION OF PARLIAMENT

4.1 Leadership and participation

Although parliaments around the world have different structures, all parliaments are comprised of leaders, administrative staff and representatives. Elected representatives may or may not be organised into committees. The way in which parliaments are organised, and the roles that men and women play, and the level of their participation, are central to ensuring gender equality in parliaments.

Equal opportunities for men and women

Parliaments are usually comprised of a general secretary, speaker or president, vice presidents, committees and an administrative sub-division. It is essential that both men and women be encouraged to participate in all roles of parliament. Even in some Nordic countries, which boast the highest rates of participation among women, do not have women in leadership roles.²⁰

Canada: Gender Equality in roles and responsibilities

In Canada political parties have a rule that there must be male and female co-chairs at all party conventions. This helps women gain experience in presiding and handling major responsibilities and increases public awareness of the strengths of women. There is also usually a female Deputy Speaker and at least one woman on every parliamentary committee. Source: Parliament of Canada Website www.parl.gc.ca

It is a common misconception that female parliamentarians are only interested in welfare issues or "soft" issues. However, just as men in parliament work across all sectors, it is important that women in parliament are encouraged to extend their skills and areas of interest. Men, should also be provided the opportunity to work on "soft" issues, such as social welfare, childcare, education and health.

Eastern Europe: Female Party Chief Whip

The Party Chief Whip in one of Eastern Europe's parliaments is a woman. Although the parliament does not have a Committee for Women, they do intend to establish one in the future but the Whip insists that men need to be members of the committee also. Source: Politics: Women's Insight (2000) Inter-parliamentary Union www.ipu.org

Similarly, female parliamentarians are often perceived as advocates for women's issues or gender experts based on their being women, however, women parliamentarians should not be positioned into roles because of their sex. Although

²⁰ Politics: Women's Insight(2000) Inter Parliamentary Union www.ipu.org

many female parliamentarians may be willing to act as champions of gender equality and women's rights, it should not be assumed that all women will work on gender issues.

Russia: Breaking stereotyped roles for men and women

In Russia women have never had the opportunity to assist in solving macro-economic and financial problems. One woman parliamentarian in Russia believes that the process of democratic reforms and formation of a civil society would be considerably more rapid if such a tradition could be changed in favour of appointing a woman to the post of plenipotentiary representative on human rights in Russia. Source: Politics: Women's Insight (2000) Inter-parliamentary Union www.ipu.org

Committees

Committees allow parliaments to have a more efficient structure and a forum for looking into detail at particular issues. Strong and efficient committees also enable parliaments to better influence public policy and scrutinise governments. Committees can be *ad hoc* or permanent and may meet privately or publicly.

Parliamentary rules and procedures can be revised to ensure the equal participation of men and women in different committees. Often men are over represented in committees on budgets or economics, while women are over represented in social committees or health committees. It is also important that rules relating to committees also encourage **affirmative action** where women and men to both act as conveners of committees.

Canada: Establishing committee on gender equity

Canada has established a committee to consider and report on legislation with gender equity issues. In Canada, the procedural rules are often used by both men and women to influence the parliamentary agenda by introducing women's concerns into otherwise gender-blind debates, highlighting the fact that the life experiences of both sexes are different and that equity in numbers does not necessarily mean equal rights. Such tactics ensure that policies and legislation, once implemented, are equitable as far as possible for both men and women. Source: www.cpahq.org/uploadstore/docs/gendersensitizingcwparliaments.pdf

Committees need to be well organised and resourced to ensure that parliamentarians can manage their time to allow them to effectively participate as committee members. If committees are poorly organised then attendance at committees may become a problem for some parliamentarians.²¹

In some countries, such as Serbia, Ghana and the European Union, committees focussing on gender equality have been established. These committees are responsible for all gender mainstreaming activities at the legislative level, and monitor initiatives at the executive or ministerial level.

²¹ For more information on committees see resources from the Parliamentary Centre in Ottawa www.parlcent.ca

India: Committee on the Empowerment of Women

The Committee was established in 1997, as a consequence of identical Resolutions adopted by both the Houses of Parliament on the occasion of International Women's Day on 8th March, 1996. The Committee consists of 30 members, 20 nominated by the Speaker from the house of representatives, and 10 nominated by the Chairperson. The Committee has been mandated with the task of reviewing and monitoring the measures taken by the Union Government in the direction of securing for women equality, status and dignity in all matters. The Committee also considers the report of the National Commission for Women. Source: Parliament of India Website www.parliamentofindia.nic.in

4.2 Human Resource Management

Parliaments are workplaces and should have a transparent and equitable management structure with human resource policies that support the male and female staff of parliament, including support and administrative staff.

The most debated human resources issue in parliaments relates to leave provisions for men and women.²² Some parliaments have established childcare facilities at parliament while others have formalised leave provisions for maternity and paternity leave. Other ways that parliamentarians can be assisted in balancing work and family life include, making changes to the times for parliamentary sittings or changing the timetables for parliament. In Tasmania, Australia parliament has reduced

Female parliamentarians may feel the pressure of expectations to be super-human. They need to carry out their parliamentary responsibilities with breadth, depth and vigour; represent the people; take care of their families; protect and educate their children; ensure that the home is appropriate for their status in society; see to the well-being of their spouses and be perfectly groomed.

Source: Commonwealth Parliamentary Association

the number of late night sittings and arranged travel and timetables to correspond with school holidays. These arrangements support both male and female parliamentarians in balancing their family commitments, and therefore reduce the expectations placed on women at work and home.

Learning and Coaching Members of Parliament

To ensure that male and female parliamentarians have a level playing field, with equal opportunities to participate some countries provide training and induction programmes to new parliamentarians. It is now commonplace in most countries for new male and female parliamentarians to be trained on parliamentary affairs. Training programmes can also provided parliaments with an opportunity to mentor

²² Some parliaments in developed countries have used the labour code to regulate many human resource issues for parliamentarians, this may not be possible in some developing countries due to the sensitivity of the issue.

less experienced parliamentarians and reduce the gap in knowledge and skills between men and women.

Australia: Training for men and women

In the South Australian House of Assembly, introductory training as a member of parliament is provided to all new Members following every election. In addition, Legislative Council staff also carry out less formal induction exercises for new Members. This training includes information and instruction in many areas including, daily proceedings, Chamber procedures; rules of debate; facilities and legislation applicable to Members; parliamentary privilege and the committee system. Source: Gender Sensitising Commonwealth Parliaments (2003) Commonwealth Parliamentary Association Study Group. www.cpahq.org

Some of the more successful training programmes for parliamentarians have been informal programmes that foster peer education.

New Zealand: Mentoring new parliamentarians

New Zealand has established a mentoring system whereby every new Member of Parliament has a “buddy” who is an older Member. Within one party in New Zealand, Ministers invite new Members of Parliament to join them at meetings as an opportunity to become familiar with parliamentary life and their newfound responsibilities. The mentoring system provides equal opportunities for inexperienced parliamentarians to build their skills and confidence regardless of their gender. Source: Gender Sensitising Commonwealth Parliaments (2003) Commonwealth Parliamentary Association Study Group. www.cpahq.org

Capacity building for male and female parliamentarians

Regardless of their sex, parliamentarians need a skill set particular to fulfilling their roles as elected representatives. Parliamentarians all come from different sectors and backgrounds and therefore have very different levels of knowledge about current issues. It is not possible for all parliamentarians to be gender specialists, or to understand issues particular to men or women. Instead, parliamentarians need to develop their basic analytical and networking skills, which enable them to identify gender issues and know when to seek expert advice.

Greece: The relationship between gender and current issues

A female parliamentarian in Greece believes that a gender perspective has been integrated into legislation and debates in her country since 1970. In particular the parliament has taken a gender perspective on legislation related to drugs, single-parent families and conditions of incarceration. Source: Politics: Women's Insight (2000) Inter-parliamentary Union www.ipu.org

4.3 Getting Started: Consideration for mainstreaming gender into the organisation of parliament

- ✓ *Do men and women hold leadership roles in parliament?*
- ✓ *Do men and women participate equally in a range of committees?*
- ✓ *Do quotas exist for the participation of men and women in different committees?*
- ✓ *Does parliament have a committee on gender equality?*
- ✓ *Does parliament have a committee on women's issues?*
- ✓ *Do opportunities exist for men and women to extend their sectoral knowledge?*
- ✓ *Do the policies related to human resources meet the needs of men and women?*
- ✓ *Does parliament have both maternity and paternity leave provisions?*
- ✓ *Do parliamentary timetables and travel arrangements consider the needs of men and women?*
- ✓ *Are training or induction programmes offered to men and women parliamentarians?*
- ✓ *Are training and induction programmes conducted informally and address the particular needs of men and women?*
- ✓ *Do parliaments provide mentors or buddies to new parliamentarians?*
- ✓ *Does parliament provide opportunities for male and female parliamentarians to build their knowledge and expertise in the areas of analysis and networking?*
- ✓ *Are parliamentarians provided with basic training on how to identify gender issues within different sectors?*
- ✓ *Are parliamentarians encouraged to attend training courses, conferences and study tours that promote gender equality?*
- ✓ *Are parliamentarians encouraged to seek advice from NGOs, national machineries and academics working on gender issues?*

5 REPRESENTATION IN PARLIAMENT

5.1 Gender imbalances in parliamentary representation

Parliaments should be inclusive, reflecting the social composition of the country. Diverse representation across gender, social class and ethnicity all help to make parliaments inclusive institutions with a range of different perspectives.

Internationally, it is women's low representation in parliaments that continues to be a focus. The principle of **critical mass** is based on the belief that a high proportion of women in parliament will change the processes and policies to better meet the needs of men and women.²³ In particular it is thought that debates in parliament will be less aggressive, work policies will be women friendly and that women's issues will be high on the political agenda.²⁴ However, as highlighted throughout this publication, increasing the number of women in parliament alone will not result in gender equality in parliament. Gender mainstreaming in parliament requires increasing the number of women in politics and supporting institutional changes, honouring international commitments related to gender equality and ensuring the integration of a gender equality perspective into the day-to-day functions of parliament.

Women are not a homogenous group and therefore women from a variety of social groups and age should be encouraged to participate in parliament.

United Kingdom: Understanding men's and women's interests

A British Representation Study survey of 1000 parliamentary candidates and members conducted in the 2001 general election suggests that there are few significant differences among women and men leaders. Across three of the value scales, including those concerning the free market economy, the European scale and the moral traditionalism scale women and men held similar views and opinions. There were significant differences on the two scales that are most closely related to women's interests, namely the affirmative action and the gender equality scales. In these areas women showed more interest than men regardless of common social background variables, such as their age, education, and income. Source: Norris, Pippa and Lovenduski, Joni, "Blair's Babes: Critical Mass Theory, Gender, and Legislative Life" (September 2001). KSG Faculty Research Working Paper Series <http://ssrn.com>

There are three strategies common to countries that have achieved high rates of participation of both men and women (at least 30 per cent of female representation) in parliament. The strategies are setting quotas, proportional representation or party list and the use of campaign subsidies.²⁵

²³ Grey, S. (2001) Women and Parliamentary Politics Does Size Matter? Critical Mass and Women MPs in the New Zealand House of Representatives. Paper for the 51st Political Studies Association Conference 10-12 April 2001, Manchester, United Kingdom.

²⁴ *ibid.*

²⁵ Source: Women's Environment and Development Organisation (2005) 50/50 by 2005 Getting the Balance Right in National Parliaments: Fact Sheet 4. www.wedo.org

Northern Ireland: Representation and Peace talks

The presence of women and men on negotiating teams in peace talks was crucial to the success of the outcome. Both governments had a female minister on the team and women were present in all parties (apart from unionist parties). The Women's Coalition played a key role representing women across communities and across different social classes. Source: Politics: Women's Insight (2000) Inter-parliamentary Union www.ipu.org

Quotas

There are two types of quotas used during elections to increase the number of women in parliament, party quotas and legal quotas. Party quotas are guarantees by political parties that a percentage of election candidates are women. Legal quotas are laws, which mandate political parties to assign a set number of seats for women.²⁶ Most countries use a **zipper style system** where equal number of males and females appear on the party electoral list. Some countries that have achieved high numbers of women in elected bodies, including Norway, Finland, Sweden, Denmark and Belgium have introduced **gender neutral quotas** which set minimum and maximum targets for both men's and women's participation. (Annex 2 a table detailing different strategies used by countries with a high representation of women.)

Ukraine: Debates election quotas

In March, the Parliament of Ukraine discussed three draft laws on equal rights and opportunities for women and men. Two of the laws promoted the establishment of gender-neutral quota rules for parliamentary elections and forming of the election management bodies. The law was well received by a number of MPs and may be adopted into Ukrainian legislation after the law is being reworded. 62% of Ukrainian electorate is women. From 450 MPs of the current Parliament 23 are women (5.1%), at the same time 3 of them are leaders of parliamentary factions (from total 13 factions and groups in the parliament). Source: www.parliament.org.ua

Some countries have debated the use of quotas stating that they discriminate against men. Recently, a landmark ruling was made in Lesotho, which upheld the use of quotas as constitutional. The ruling followed a complaint that it was unconstitutional to have quotas for women's participation, and that voters' choice was being violated.²⁷

Proportional Representation

Recent studies show that women have comparative advantage of getting into formal positions of power through a proportional representation system.²⁸ Countries in the world where women constitute over 30 percent of parliamentarians such as Sweden, Norway, Denmark, Finland and Netherlands, have electoral systems based on

²⁶ For more information on quotas, see IPU www.ipu.org and IDEA www.idea.int/themes/gender/index.cfm

²⁷ See Annex 3.

²⁸ Source: <http://www.cld.org/waw6.htm>

proportional representation. Basically, it requires a list of candidates to be put forward to the electorate for a number of seats relative to the share of the national vote.

Argentina: Party List

The return to democracy of Argentina in 1983 instituted the practice of free and fair elections. The Chamber of Deputies which is composed of 257 members are elected through a closed-list PR, which means that voters vote for a party and not for individual candidates. Women represent 25 percent of the Chamber of Deputies. Source: <http://www.cld.org/waw6.htm>

Sweden: Party List

The Party List system has been used in Sweden since 1909, which makes it easier for women to get in the electoral race. Of the 349 seats in the *Riksdag* (Parliament), 310 are divided among the 29 multi-member constituencies while the 39 remaining seats are voted at large. A party must obtain at least 4 percent of the votes cast throughout the country or 12 percent in a constituency. Source: Women in Politics: Beyond Numbers (1998) IDEA
<http://archive.idea.int/women/parl/>

Campaign subsidies

Campaign subsidies are usually grants provided by the government or other organisations to level the electoral playing field by providing economically disadvantaged candidates additional support for campaigning. Campaign subsidies may take several forms including, setting limits on the amount of spending for campaigns, public funding, fundraising networks and the recognition of specific financial barriers, such as child care costs.²⁹

Campaign subsidies can also be used to inform voters about the importance of men's and women's equal participation in politics. In Vietnam, before the 2004 elections, NGOs and the National Committee for the Advancement of Women worked together to educate voters on the role of women in politics, to promote female candidates and equipping female candidates with skills necessary when addressing constituents.³⁰

Lesotho: Gender Balanced Approach to Politics

For the 2002 elections in Lesotho, special campaigns and workshops were held to sensitise women and men to adopt a more gender-balanced political approach. These campaigns are generally aimed at improving the image of women in politics, and in broadening cultural perceptions of women's role in society. The first step is ensuring that there is an equitable distribution of paid and unpaid work between men and women so that women have enough time to dedicate to public activities. Education plays an equally vital role, particularly at the primary and secondary school level. Women in Politics: 1945-2000 (2005) Inter Parliamentary Union
www.ipu.org

²⁹ For more information on campaigns see

http://www.idea.int/publications/funding_parties/upload/full.pdf

³⁰ Source: VWU and NCFW (2004) *Handbook for women in people's councils and elected bodies*, Hanoi.

5.2 Getting Started: Considerations for gender equality and representation in parliament

- ✓ *Do parliaments actively seek to increase the diversity of representatives in parliament?*
- ✓ *What strategies does parliament employ to increase the representation of women in parliament? Quotas? Proportional representation? Campaign subsidies?*
- ✓ *Does parliament provide additional training or workshops for women candidates during election time?*
- ✓ *Does parliament provide voter education to men and women? Does it promote gender equality?*

ANNEX 1: GLOSSARY

Access to resources: When a person has the use of a resource (access), but does not control it, and as such is not in a position to make certain decisions about how the resource is used (eg. renting land to grow crops, or access to/ participate in political processes). (Source: Gender Mainstreaming Guidelines 2004 NCFAW, UNDP and RNE Viet Nam).

Affirmative Action: A practical policy to increase the diversity of an organisation through human resources initiatives such as quotas for hiring women, people of colour, and people with disabilities.

<http://www.apcwomen.org/gem/glossary/index.htm>

Control over resources: When a person has the power to make decisions about the use of resources (eg. use the land or when to sell it, control over which issues are discussed in political processes and what the final decisions are). (Source: Gender Mainstreaming Guidelines 2004 NCFAW, UNDP and RNE Viet Nam).

Critical mass: The principle is based on the belief that a high proportion of women in parliament will change the processes and policies to better meet the needs of men and women. (Source: Grey, S. (2001) Women and Parliamentary Politics Does Size Matter? Critical Mass and Women Members of Parliament in the New Zealand House of Representatives. Paper for the 51st Political Studies Association Conference 10-12 April 2001, Manchester, United Kingdom).

Discrimination: Defined by CEDAW is any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Gender: Gender is a social category like class or race or ethnicity or any other group that defines the rights and opportunities that are available for the individuals who make up that group. (Source: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm)

Gender analysis: The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender. Gender analysis is a valuable descriptive and diagnostic tool for development planners and crucial to gender mainstreaming efforts. The methodology and components of gender analysis are shaped by how gender issues are understood in the institution concerned. There are a number of different approaches to gender analysis. <http://www.bridge.ids.ac.uk/reports/re55.pdf>

Gender awareness (Gender consciousness): This is the ability to identify problems arising from gender inequality and discrimination, even if these are not very evident on the surface, or are "hidden". That is they are not the commonly accepted explanation of what and where the problem lies. <http://members.tripod.com/anansiweb/genderissues.htm>

Gender balance: Gender balance often refers to a balance of men and women in the workplace. It does not only refer to equal numbers of men and women but equal access to promotions and training.

Gender bias: Unequal treatment of men and women that results in the preferential treatment to a person based on their sex or gender.

Gender blind: Gender-blindness refers to a failure to identify or acknowledge difference on the basis of gender where it is significant. It can be a person, policy, or an institution that does not recognise that gender is an essential determinant of the life choices available to us in society. <http://www.apcwomen.org/gem/glossary/index.htm>

Gender budgeting: The purpose of bringing a gender perspective to the budget is to ensure that budgets and economic policies address the needs of women and men, girls and boys of different backgrounds equitably, and attempt to close any social and economic gaps that exist between them.³¹ Gender budget initiatives are not separate budgets for women. They include analysis of gender-targeted allocations, they disaggregate by gender the impact of mainstream spending across all sectors and services; and they review equal opportunity policies and allocations within government services.

<http://www.awid.org/ywl/glossary/index.php?term=Gender%20budgets>

Gender equality: Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development. (Source: UN Office of the Special Adviser on Gender Issues and Advancement of Women)

Gender equity: Gender equity denotes the equivalence in life outcomes for women and men, recognising their different needs and interests, and requiring a redistribution of power and resources (Source: Bridge Gender and Development Concepts and Definitions 2000).

Gender gap: Gender gap is the observable (and often measurable) gap between women and men on some important socio-economic indicator (eg. ownership of property, access to land, enrolment at school), which is seen to be unjust, and therefore presents the clear empirical evidence of the existence of a gender issue. <http://www.apcwomen.org/gem/glossary/index.htm>

Gender Mainstreaming: Gender mainstreaming should be an integral part of what professionals are already doing. They often do not have to do so many new things, but to do the things they normally do differently, taking into account gender perspectives. Gender mainstreaming is often very much a matter of common sense. It requires identifying relevant gender issues; identifying entry points in work programmes; and establishing means of addressing the gender issues in these entry points. (Source: Concluding Comments Regional Symposium on Gender Mainstreaming in the Asia-Pacific Region Bangkok 10-13 December 2001)

Gender-related persecution: Persecution that targets or disproportionately affects a particular gender. Under certain factual circumstances, gender-related persecution may come within the refugee definition (Source: Refugee Protection, a guide to international refugee law UNHCR and IPU).

ICTs - Information and Communications Technologies: Information and communication are integral to human society. In many cultures today, information

³¹ Source: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm

retrieval and presentation - the recording of wisdom and history - is still done with the use of speech, drama, painting, song or dance. The use of writing changed this enormously, and the invention of the printing press allowed communication on a massive scale, through newspapers and magazines. More recent technological innovations increased further the reach and speed of communication, culminating, for now, with digital technology. These new ICTs can be grouped into three, frequently interlinked, categories:

- * Information technology uses computers, which have become indispensable in modern societies to process data and save time and effort
- * Telecommunications technologies include telephones (with fax) and the broadcasting of radio and television, often through satellites
- * Networking technologies, of which the best known is the internet, but which has extended to mobile phone technology, Voice Over IP telephony (VOIP), satellite communications, and other forms of communication that are still in their infancy.

These new technologies have become central to contemporary societies.
<http://www.apcwomen.org/gem/glossary/index.htm>

Mainstreaming a gender perspective: The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality. (Source: UN Economic and Social Council, Agreed Conclusions, 1997/2)

Patriarchy: A hierarchical social system and influential way of thinking where "fathers" or "patriarchs" rule, which may lead to the domination or subordination of some men, but most likely women.

Practical Gender Needs: Needs women identify in their socially accepted roles in society. Practical gender needs do not challenge, although they rise out of, gender divisions of labour and women's subordinate position in society. They are a response to immediate perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and employment. (Moser, C. (1993). *Gender Planning and Development*. New York: Routledge. p.230).

Quotas: Legal quotas are laws, which mandate political parties to assign a set number of seats for women. Most countries use a zipper style system where equal number of males and females appear on the party electoral list. Some countries that have achieved high numbers of women in elected bodies, including Norway, Finland, Sweden, Denmark and Belgium have introduced gender neutral quotas which set minimum and maximum targets for both men's and women's participation.

Sex disaggregated data: Statistical information that differentiates between men and women; for example, 'number of people in the labour force'. This allows one to see where there are gender gaps. <http://www.apcwomen.org/gem/glossary/index.htm>

Sex-disaggregated public expenditure incidence analysis: Estimates the unit cost of providing a service and the level of utilisation by different groups of women and men. (Source: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm)

Sex-disaggregated beneficiary assessments: Used to find out the extent to which a service addresses the needs of poor women and men. It is a measure of the value that poor people assign to a particular service. (Source: Parliament the budget and gender (2004) www.ipu.org/english/handbooks.htm)

Social inclusion: The process by which efforts are made to ensure that everyone, regardless of their experiences and circumstances, can achieve their potential in life. To achieve inclusion income and employment are necessary but not sufficient. An inclusive society is also characterised by a striving for reduced inequality, a balance between individuals' rights and duties and increased social cohesion. (Centre for Economic & Social Inclusion, 2002) www.cesi.org.uk

Strategic gender needs: Needs women identify because of their subordinate position in the society. They vary according to particular contexts, related to gender divisions of labour, power and control, and may include such issues as legal rights, domestic violence, equal wages, and women's control over their bodies. Meeting strategic gender needs assists women to achieve greater equality and change existing roles, thereby challenging women's subordinate position. (Moser, C. (1993). *Gender Planning and Development*. New York: Routledge. p.231).

ANNEX 2: WOMEN'S REPRESENTATION IN PARLIAMENTS

Source: Women's Environment and Development Organisation (2005) 50/50 by 2005 Getting the Balance Right in National Parliaments: Fact Sheet 4. www.wedo.org

Country	Electoral System	Affirmative Action	Campaign Finance	% of women
Rwanda	Proportional Representation in the Lower House; Winner-take-all in the Upper House.	Legal Quotas, Zipper-Style: Constitution guarantees 24 seats reserved for women in the National Assembly; 30% of seats in the Senate.	N/A	48.8
Sweden	Proportional Representation, List System Party	Quotas, Zipper-Style: Political Parties guarantee 40% women candidates. Zipper style introduced in 1994.	Political Parties receive state subsidy or assistance.	45.3
Denmark	Proportional Representation, List System Party	Quotas, Zipper-Style: Political parties guaranteed 40% women candidates in the 1980s. Quotas abandoned in 1996.	Political Parties receive state subsidy or assistance.	38
Finland	Proportional Representation, List System	Party Quotas, Zipper-Style guarantees 40% of each sex represented in the membership of decision-making bodies.	Political Parties receive state subsidy or assistance.	37.5
The Netherlands	Proportional Representation, List System Party	Quotas, Zipper-Style: 50% established by the Labor Party, one of the two major parties represented in parliament, since 1987.	Political Parties receive state subsidy or assistance.	36.7
Norway	Proportional Representation, List System Party.	Quotas + Zipper Style adopted by political parties in 1993.	Political Parties receive state subsidy or assistance.	36.4
Cuba	Direct voting with absolute majority system	N/A	N/A	36
Belgium	Proportional Representation, List System	Legal Quotas, Zipper-Style: 2002 Legislation states that in the first election to which the law applies, all three top positions on party lists cannot be held by members of the same sex. Applies to top two positions in subsequent elections.	Campaign Finance limitations on political parties.	35.3
Costa Rica	Proportional Representation, List System	Legal Quotas: Constitution has guaranteed 40% quota for women since 1996	N/A	35.1
Austria	Proportional Representation, List System Party Campaign Finance limitations on political parties.	Quotas, Zipper-Style: Green Party, 50% quota since 1993; Austrian People's Party, 33.3% since 1995; Social Democratic Party, 40% since 1985.	Political Parties receive state subsidy or assistance.	33.9

ANNEX 3: LESOTHO COURT OF APPEAL UPHOLDS GENDER QUOTAS

Institute for Democracy and Electoral Assistance
Women A joint project of
International IDEA and Stockholm University
Lesotho Court of Appeal upholds gender quotas
By Tom Mapesela

Global Database of Quotas for

A landmark ruling in the Lesotho Court of Appeal has dismissed an appeal to declare the reservation of one third of the local government seats for women as unconstitutional. The decision, a first for the Southern African Development Community (SADC), will hopefully lay to rest the critics who argue that the use of quota's is undemocratic.

The ruling is in response to a complaint laid by an aspirant male ward councillor with the Lesotho Independent Electoral Commission (IEC). He argued that the reservation violated his constitutional right to contest the elections in a constituency of his choice. His council requested that certain provisions of the countries' Local Government Elections Act, be struck down as unconstitutional.

The respondents also relied on the constitution which provides for the Lesotho government to take positive steps to redress existing inequality that are: "reasonably justifiable" in a constitutional democracy. The Constitution states that the: "state shall take appropriate measures in order to promote equality of opportunity for the disadvantaged groups in the society to enable them to participate fully in all spheres of public life."

In a judgment handed down on June 30, 2005, the Court dismissed the appeal and upheld the High Court's ruling. It held that the amendment which provided for a temporary and rotating quota of electoral divisions reserved for women was indeed reasonably justifiable in Lesotho's circumstances. These included what Justice Peete in the High Court described as "an undisputable fact... that women in our society have long stood disadvantaged and marginalised socially, economically and... even politically." While women make up more than 50 percent of the population in Lesotho, only 12 percent of the countries' legislators are women.

The Court also considered Lesotho's international obligations in terms of the International Convention on Civil and Political Rights; the Convention on the Elimination of all Forms of Discrimination against Women; and the African Charter on Human Rights and People's Rights. All these human rights instruments provide for positive measures to achieve restitutionary equality.

The Court concluded that the Constitution contemplates substantive and not merely formal equality. Both directly through the Constitution and through Lesotho's international law obligations, measures to achieve restitutionary equality are authorised in principle.

The judgement stated that the measures taken: "...met the threefold test in such matters; they are rationally connected to the wider objective; secondly they impair as little as possible the rights in question; thirdly there is a proportionality between the effects of the measures and the objective. The elections were in no way tainted by unconstitutionality."

The ruling is significant for the region as it is a public and formal recognition of the affirmative action principles behind the quota system. These principles it is argued are essential if the region is to meet the targets it has set regarding women's representation in decision-making.

In South Africa the ruling African National Congress has recently adopted a policy of 50 percent women's representation in decision-making, a move supported by the South African Local Government Association in its recent Benoni declaration. The African Union has upped the stakes from the SADC Declaration target of 30 percent to 50 percent, a move which will hopefully see governments do the same.

An important factor in realising Millennium Development Goal 3 to promote gender equality and women's empowerment is the increase in women's representation in political bodies. Indeed women's equal representation in national parliaments is included as an indicator in measuring the success of the global goals.

Gender quotas have demonstrated their effectiveness at increasing women's representation in political bodies. The ruling in Lesotho is a victory for the region as it supports the use of quotas as a mechanism to increase women's representation. It is also a lesson that speaks to the necessity of laws relating to quotas being specific in terms of the details of their implementation.

Tom Mapesela is the information officer at the Media Institute of Southern Africa. This article is part of the Gender Links GEM Opinion and Commentary Service that provides fresh views on everyday news.

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ANNEX 4: KEY RESOURCES ON GENDER EQUALITY

A comprehensive list of internet resources is available on the Strengthening Capacity of People's Elected Bodies in Viet Nam Project website:

http://www.undp.org.vn/projects/vie02007/in_focus/gender.htm

Glossary Gender website <http://www.apcwomen.org/gem/glossary/index.htm>

Quotas Project www.quotaproject.com

ANNEX 5: VIETNAMESE LANGUAGE RESOURCES

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ANNEX 6: GENDER BUDGETING SRI LANKA

In 1996, the National Planning Department undertook an initiative to analyse the likely gender impacts of the Sri Lankan budget. The study covered several ministries: education, health, social services, industries and agriculture. It also examined the gender distribution of employment throughout the public service. Allocations were considered in terms of (a) service deliverers and their personal pay and expenses as well as other service delivery costs, and (b) the impact on programme beneficiaries.

Education: Girls made up 53 per cent of students sitting the GCE 'A' level, which is the pre-university examination, and 54 per cent of students who qualified for university, but they occupied only 42 per cent of places available. In terms of benefits to students at all levels, 48 per cent of the education budget accrued to girls. The majority of primary and secondary school teachers were women (84 and 63 per cent respectively) but they were only 45 per cent at the tertiary level. Only 20 per cent of heads of schools and colleges were women. As the majority service deliverers in the education sector, women absorbed 68 per cent of the total allocation.

Health: More women than men used government health care services (56 per cent) and one third of admissions were for obstetrics and gynaecology. Admissions of men and boys were mainly in the surgical, dental and psychiatric wards. The majority of employees in this sector were women while senior decision-making levels were dominated by men.

Agriculture: 36 per cent of the Ministry's workers were women and were concentrated in lower level jobs. Only 9.5 per cent of senior managers were women and there was no woman in top management. Women farmers' participation in training courses was low and 23 per cent of trainers in the ministry's extension programmes were women. Membership by women of farmers' organisations was also low and their representation at decision making levels even lower. Since farmers' organisations are an important means of increasing production and accessing credit, women farmers were benefiting *less from these essential services*.

Industries: 70 per cent of the budget was for the development of an industrial park. Although men own most lots in such parks, 80 per cent of employees were women. Incentives for 50 garment factories in the South were recommended as a means by which to reduce high unemployment among women in those areas. Training programmes in entrepreneurship and technology transfer accounted for about 10 per cent of the budget but women's participation in them was low. 63

Social services: The ministry's services were for the very poor, those affected by floods and droughts, the disabled and other vulnerable groups. There was a gender balance at the professional staff and management levels. On average, 58 per cent of the total budget went to women beneficiaries of the programmes but fewer women than men benefited from vocational training.

The public service: Only one third of all employees in the whole public service are women. The majority (66 per cent) of professional employees in the provinces and in central government are women (mainly teachers and health workers). However, they are poorly represented at the decision making levels.

Recommendations: In the social sectors the study found that there is nearly gender equality in access and usage (in education 48 per cent of the budget was spent on females, in health 56 per cent and in social services 57 per cent). However, in the production sectors of agriculture and industries, women benefited much less than

men from the recurrent budget. Recommendations included more resources for technology transfer, training, extension services and communication systems to increase women's participation as well as the design of programmes, delivery systems that equalise economic opportunities for women and men and measures to increase women's representation at decision making levels.

Source: Alailima 2003. Cited in Parliament, the budget and gender. Handbook for Parliamentarians IPU WorldBank, UNDP and UNIFEM (2004)

ANNEX 7: CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Noting that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal right of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

Emphasizing that the eradication of apartheid, of all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

Affirming that the strengthening of international peace and security, relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, and in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for

national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

PART I

Article 1

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

Article 2

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

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

- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

Article 3

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

Article 4

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.
2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

Article 5

States Parties shall take all appropriate measures:

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

Article 6

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

PART II

Article 7

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

- (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- (b) To participate in the formulation of Government policy and the implementation thereof and to hold public office and perform all public functions at all levels of Government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Article 8

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

Article 9

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

2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

PART III

Article 10

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

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

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

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

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

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

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

Article 12

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

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

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other

areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

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

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.
2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:
 - (a) To participate in the elaboration and implementation of development planning at all levels;
 - (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
 - (c) To benefit directly from social security programmes;
 - (d) To obtain all types of training and education, formal and nonformal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
 - (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;
 - (f) To participate in all community activities;
 - (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
 - (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

PART IV

Article 15

1. States Parties shall accord to women equality with men before the law.
2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.
3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.
4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

PART V

Article 17

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.

3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations

within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.

9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

Article 18

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:

(a) Within one year after the entry into force for the State concerned; and

(b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 19

1. The Committee shall adopt its own rules of procedure.

2. The Committee shall elect its officers for a term of two years.

Article 20

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.
2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

Article 21

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.
2. The Secretary-General shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

Article 22

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

PART VI

Article 23

Nothing in this Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

- (a) In the legislation of a State Party; or
- (b) In any other international convention, treaty or agreement in force for that State.

Article 24

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

Article 25

1. The present Convention shall be open for signature by all States.
2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 26

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in

respect of such a request.

Article 27

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.
2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

Article 28

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.
2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.
3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

Article 29

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.
2. Each State Party may at the time of signature or ratification of this Convention or accession thereto declare that it does not consider itself bound by paragraph 1 of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.
3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

Article 30

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations. IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women

The States Parties to the present Protocol,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Also noting that the Universal Declaration of Human Rights proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Recalling that the International Covenants on Human Rights and other international human rights instruments prohibit discrimination on the basis of sex,

Also recalling the Convention on the Elimination of All Forms of Discrimination against Women ("the Convention"), in which the States Parties thereto condemn discrimination against women in all its forms and agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women,

Reaffirming their determination to ensure the full and equal enjoyment by women of all human rights and fundamental freedoms and to take effective action to prevent violations of these rights and freedoms,

Have agreed as follows:

Article 1

A State Party to the present Protocol ("State Party") recognizes the competence of the Committee on the Elimination of Discrimination against Women ("the Committee") to receive and consider communications submitted in accordance with article 2.

Article 2

Communications may be submitted by or on behalf of individuals or groups of individuals, under the jurisdiction of a State Party, claiming to be victims of a violation of any of the rights set forth in the Convention by that State Party. Where a communication is submitted on behalf of individuals or groups of individuals, this shall be with their consent unless the author can justify acting on their behalf without such consent.

Article 3

Communications shall be in writing and shall not be anonymous. No communication shall be received by the Committee if it concerns a State Party to the Convention that is not a party to the present Protocol.

Article 4

1. The Committee shall not consider a communication unless it has ascertained that all available domestic remedies have been exhausted unless the application of such remedies is unreasonably prolonged or unlikely to bring effective relief.

2. The Committee shall declare a communication inadmissible where:

- (a) The same matter has already been examined by the Committee or has been or is being examined under another procedure of international investigation or settlement;
- (b) It is incompatible with the provisions of the Convention;
- (c) It is manifestly ill-founded or not sufficiently substantiated;
- (d) It is an abuse of the right to submit a communication;
- (e) The facts that are the subject of the communication occurred prior to the entry into force of the present Protocol for the State Party concerned unless those facts continued after that date.

Article 5

1. At any time after the receipt of a communication and before a determination on the merits has been reached, the Committee may transmit to the State Party concerned for its urgent consideration a request that the State Party take such interim measures as may be necessary to avoid possible irreparable damage to the victim or victims of the alleged violation.

2. Where the Committee exercises its discretion under paragraph 1 of the present article, this does not imply a determination on admissibility or on the merits of the communication.

Article 6

1. Unless the Committee considers a communication inadmissible without reference to the State Party concerned, and provided that the individual or individuals consent to the disclosure of their identity to that State Party, the Committee shall bring any communication submitted to it under the present Protocol confidentially to the attention of the State Party concerned.

2. Within six months, the receiving State Party shall submit to the Committee written explanations or statements clarifying the matter and the remedy, if any, that may have been provided by that State Party.

Article 7

1. The Committee shall consider communications received under the present Protocol in the light of all information made available to it by or on behalf of individuals or groups of individuals and by the State Party concerned, provided that this information is transmitted to the parties concerned.

2. The Committee shall hold closed meetings when examining communications under the present Protocol.

3. After examining a communication, the Committee shall transmit its views on the communication, together with its recommendations, if any, to the parties concerned.

4. The State Party shall give due consideration to the views of the Committee, together with its recommendations, if any, and shall submit to the Committee, within six months, a written response, including information on any action taken in the light of the views and recommendations of the Committee.

5. The Committee may invite the State Party to submit further information about any measures the State Party has taken in response to its views or recommendations, if any, including as deemed appropriate by the Committee, in the State Party's subsequent reports under article 18 of the

Convention.

Article 8

1. If the Committee receives reliable information indicating grave or systematic violations by a State Party of rights set forth in the Convention, the Committee shall invite that State Party to cooperate in the examination of the information and to this end to submit observations with regard to the information concerned.
2. Taking into account any observations that may have been submitted by the State Party concerned as well as any other reliable information available to it, the Committee may designate one or more of its members to conduct an inquiry and to report urgently to the Committee. Where warranted and with the consent of the State Party, the inquiry may include a visit to its territory.
3. After examining the findings of such an inquiry, the Committee shall transmit these findings to the State Party concerned together with any comments and recommendations.
4. The State Party concerned shall, within six months of receiving the findings, comments and recommendations transmitted by the Committee, submit its observations to the Committee.
5. Such an inquiry shall be conducted confidentially and the cooperation of the State Party shall be sought at all stages of the proceedings.

Article 9

1. The Committee may invite the State Party concerned to include in its report under article 18 of the Convention details of any measures taken in response to an inquiry conducted under article 8 of the present Protocol.
2. The Committee may, if necessary, after the end of the period of six months referred to in article 8.4, invite the State Party concerned to inform it of the measures taken in response to such an inquiry.

Article 10

1. Each State Party may, at the time of signature or ratification of the present Protocol or accession thereto, declare that it does not recognize the competence of the Committee provided for in articles 8 and 9.
2. Any State Party having made a declaration in accordance with paragraph 1 of the present article may, at any time, withdraw this declaration by notification to the Secretary-General.

Article 11

A State Party shall take all appropriate steps to ensure that individuals under its jurisdiction are not subjected to ill treatment or intimidation as a consequence of communicating with the Committee pursuant to the present Protocol.

Article 12

The Committee shall include in its annual report under article 21 of the Convention a summary of its activities under the present Protocol.

Article 13

Each State Party undertakes to make widely known and to give publicity to the Convention and the

present Protocol and to facilitate access to information about the views and recommendations of the Committee, in particular, on matters involving that State Party.

Article 14

The Committee shall develop its own rules of procedure to be followed when exercising the functions conferred on it by the present Protocol.

Article 15

1. The present Protocol shall be open for signature by any State that has signed, ratified or acceded to the Convention.
2. The present Protocol shall be subject to ratification by any State that has ratified or acceded to the Convention. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
3. The present Protocol shall be open to accession by any State that has ratified or acceded to the Convention.
4. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

Article 16

1. The present Protocol shall enter into force three months after the date of the deposit with the Secretary-General of the United Nations of the tenth instrument of ratification or accession.
2. For each State ratifying the present Protocol or acceding to it after its entry into force, the present Protocol shall enter into force three months after the date of the deposit of its own instrument of ratification or accession.

Article 17

No reservations to the present Protocol shall be permitted.

Article 18

1. Any State Party may propose an amendment to the present Protocol and file it with the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate any proposed amendments to the States Parties with a request that they notify her or him whether they favour a conference of States Parties for the purpose of considering and voting on the proposal. In the event that at least one third of the States Parties favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of the States Parties present and voting at the conference shall be submitted to the General Assembly of the United Nations for approval.
2. Amendments shall come into force when they have been approved by the General Assembly of the United Nations and accepted by a two-thirds majority of the States Parties to the present Protocol in accordance with their respective constitutional processes.
3. When amendments come into force, they shall be binding on those States Parties that have accepted them, other States Parties still being bound by the provisions of the present Protocol and any earlier amendments that they have accepted.

Article 19

1. Any State Party may denounce the present Protocol at any time by written notification addressed to the Secretary-General of the United Nations. Denunciation shall take effect six months after the date of receipt of the notification by the Secretary-General.

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2. Denunciation shall be without prejudice to the continued application of the provisions of the present Protocol to any communication submitted under article 2 or any inquiry initiated under article 8 before the effective date of denunciation.

Article 20

The Secretary-General of the United Nations shall inform all States of:

- (a) Signatures, ratifications and accessions under the present Protocol;
- (b) The date of entry into force of the present Protocol and of any amendment under article 18;
- (c) Any denunciation under article 19.

Article 21

1. The present Protocol, of which the Arabic, Chinese, English, French, Russian and Spanish texts are equally authentic, shall be deposited in the archives of the United Nations.

2. The Secretary-General of the United Nations shall transmit certified copies of the present Protocol to all States referred to in article 25 of the Convention

