



**IDA's Compilation of Disability  
Related Extracts of Concluding  
Observations of the Committee on  
the Elimination of Discrimination  
Against Women**

**CEDAW Committee's 82nd session  
(13<sup>th</sup> Jun 2022 - 01 July 2022)**

<b>Committee on the Elimination of Discrimination Against Women – 82<sup>nd</sup> session - 2022</b>	
Total Number of Concluding Observations	7
Number of countries receiving recommendations on persons with disabilities	7
Number of countries receiving recommendations on persons with disabilities	100%
Number of recommendations including explicit references to disability	52

**AZERBAIJAN - CEDAW/C/AZE/CO/6**

**PLURINATIONAL STATE OF BOLIVIA - CEDAW/C/BOL/CO/7**

**MOROCCO - CEDAW/C/MAR/CO/5-6**

**MONGOLIA - CEDAW/C/MNG/CO/10**

**NAMIBIA - CEDAW/C/NAM/CO/6**

**PORTUGAL - CEDAW/C/PRT/CO/10**

**REPUBLIC OF TÜRKIYE - CEDAW/C/TUR/CO/8**

Official versions of Concluding Observation are available on the website devoted to the session [here](#).

## **AZERBAIJAN - CEDAW/C/AZE/CO/6**

### **Access to justice**

11. The Committee welcomes the State party's efforts under the State Programme for the Development of the Judicial System 2019–2023. However, it notes with concern persistent barriers to women's and girls' access to justice, including their limited knowledge of their rights and the remedies available to claim them, limited capacity of the judiciary and law enforcement officials to apply the Convention, as well as persistent gender stereotypes among judiciary.

**12. Recalling its general recommendation No. 33 (2015) on women's access to justice, the Committee recommends that the State party address the barriers to women's and girls' access to justice, including by:**

**(b) Strengthening awareness raising among women and girls, including in rural areas and among women belonging to disadvantaged groups such as internally displaced women, women with disabilities and older women, on the legal remedies available to claim violations of their rights;**

### **Temporary special measures**

19. The Committee notes with concern the limited understanding within the State party of the non-discriminatory nature and importance of temporary special measures for accelerating the achievement of substantive equality between women and men, including statutory quotas, in the public and private sectors, in particular for rural women, internally displaced women and girls, women with disabilities and older women.

**(b) Adopt temporary special measures and establish time-bound targets, as a necessary strategy to accelerate the achievement of substantive equality of women and men in all areas covered by the Convention where women are underrepresented or disadvantaged, in both the public and private sectors, especially at the decision-making level, and with particular attention to rural women, internally displaced women and girls, women with disabilities and older women;**

### **Gender-based violence against women**

23. The Committee notes the establishment of a national helpline for victims of domestic violence ("860"), in 2020. However, it remains concerned about the high incidence of gender-based violence against women in the State party, including the stark increase in cases of domestic violence during the COVID-19 lockdown. It also notes with concern:

**(b) The absence of criminal law provisions specifically criminalizing all forms of gender-based violence, in particular psychological violence and inadequate protection from gender-based violence of women and girls facing intersecting forms of discrimination, including women and girls belonging to religious and ethnic minorities, women and girls with disabilities, and internally displaced women;**

**24. Recalling its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, the Committee recommends that the State party:**

**(b) Amend the Law on the Prevention of Domestic Violence to define domestic violence and take into account the special protection needs of disadvantaged and marginalized groups of women, including women with disabilities, migrant women and internally displaced women;**

### **Education**

29. The Committee notes with appreciation the increase of women's representation (51 per cent) in sciences in Master's and PhD programmes and lecturing positions and the introduction of gender courses in universities and teacher training institutions. It also notes that the State party covers tuition fees for persons with certain disabilities and for orphans. However, the Committee is concerned about the persisting horizontal and vertical segregation of women and girls in education, aggravated during the COVID-19 pandemic, in particular:

**30. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education and its previous recommendations ([CEDAW/C/AZE/CO/5](#), para. 29), the Committee recommends that the State party:**

**(a) Ensure girls' enrolment at all levels of education, including through information campaigns targeting parents and religious and community leaders on the importance of girls' education as a basis for their empowerment and through financial support to low-income families to cover direct and indirect costs of education;**

**(b) Address the causes of school dropout among girls, including child and forced marriages and early pregnancies, and ensure that young mothers can return to school following childbirth, with a view to completing their education, obtaining diplomas and gaining access to higher education or employment;**

**(c) Develop and integrate into school curricula: (i) inclusive and accessible content on gender equality, including on women's rights, women leaders in public life and the harmful effects of gender stereotyping and gender-based violence against women and girls; (ii) age-appropriate sexuality education at all levels of education, paying particular attention to responsible sexual behaviour and preventing early pregnancies and sexually transmitted diseases; and (iii) human rights and peace education;**

**(d) Provide training on women's rights and gender equality for teaching personnel at all levels of the education system, and review school textbooks, curricula and teaching materials with a view to eliminating discriminatory gender stereotypes;**

**(e) Take coordinated measures, including temporary special measures, to encourage women and girls to choose non-traditional fields of education and career paths, such as science, technology, engineering and mathematics (STEM) as well as information and communications technology (ICT), including through career counselling, scholarships and subsidies to cover indirect costs of education, and ensure that all fields of studies and employment are open to women and girls.**

## **Employment**

31. The Committee notes with appreciation the amendment to the Law on Labour Pensions, which harmonizes the retirement and pension age for women and men at 65 years. It also notes that State Programme on the Socioeconomic Development of the Regions of Azerbaijan introducing measures to increase women's employment in the formal economy. However, the Committee is concerned that:

(g) The limited access to decent employment for disadvantaged and marginalized groups of women, including women belonging to ethnic minorities, internally displaced women, migrant women and women with disabilities.

**32. Recalling that progress in employment should go hand in hand with the empowerment of women and equality at work, the Committee recommends that the State party refocus its employment policy on gender equality and ensure that it is based on results, measurable indicators, partnerships with the private sector and opportunities for professional training in all areas, including innovative sectors such as the information and communications technology sector. It also recalls its previous recommendations ([CEDAW/C/AZE/CO/5](#), para. 31) and recommends that the State party:**

**(f) Improve access to employment and training opportunities for disadvantaged and marginalized groups of women, such as women belonging to ethnic minorities, internally displaced women, migrant women and women with disabilities;**

## **PLURINATIONAL STATE OF BOLIVIA - CEDAW/C/BOL/CO/7**

### **Constitutional and Legal framework**

9. The Committee commends the State party on the inclusion of the principle of non-discrimination and gender equality in the Constitution, and the progress achieved in adopting a legislative and policy framework for the elimination of discrimination against women. It also notes that international human rights instruments ratified by the State party form an integral part of Bolivian law. However, the Committee remains concerned about:

(a) Challenges to the effective implementation of legislation and policies to protect women's rights;

(b) Insufficient visibility and awareness of the Convention, its Optional Protocol and the Committee's general recommendations;

(c) The lack of information in the replies of the State party concerning court cases in which the provisions of the Convention have been directly invoked or applied.

**10. In line with article 1 of the Convention and general recommendation No. 28 (2010) on the core obligations of States parties under article 2 of the Convention, the Committee recommends that the State party:**

**(c) Reinforce efforts to raise awareness of women's rights and the means to enforce them, targeting specific groups such as indigenous women, Afro-Bolivian women living in rural and remote areas, migrant, asylum seeker and refugee women and women with disabilities, including by facilitating access to information on the**

## **Convention in indigenous languages and accessible formats, in cooperation with civil society and the media.**

### **Women's access to justice**

11. The Committee notes the efforts made by the State party to reform its judicial system and improve access to justice for women, including the adoption of the Protocol for mainstreaming a gender perspective in court judgments, the Justice and Gender Observatory of the Plurinational Constitutional Tribunal, and competitions for judicial decisions with a gender perspective. Nevertheless, the Committee notes with concern:

(c) Financial, linguistic, accessible and geographical barriers to accessing justice faced by indigenous women, Afro-Bolivian women, and women with disabilities;

**12. The Committee, in line with its general recommendation No. 33 (2015) on women's access to justice, recommends that the State party:**

**(a) Strengthen systematic capacity building for judges, prosecutors, lawyers and law enforcement officials on the direct application of the Convention, or the interpretation of national legislation in the light thereof, in judicial and administrative proceedings, and adopt indicators to ensure that cases brought by women are managed in a gender-sensitive manner;**

**(b) Enhance efforts for investigating and prosecuting cases of corruption of justice personnel and punish the perpetrators adequately, and ensure the independence of the judiciary and the Public Prosecutor's Office, including by institutionalization of their appointments;**

**(c) Allocating the necessary human, technical and financial resources to the justice sector, in particular in rural and remote areas, to enable all women to claim their rights, in particular those from disadvantaged and marginalized groups, and strengthen the Plurinational Public Defender Service;**

**(d) Continue enhancing women's awareness of their rights and disseminate information on the remedies available to claim violations of their rights, and ensure the availability of legal remedies, including procedural accommodations, that are expeditious and accessible to all women.**

### **Education**

23. The Committee welcomes the State party's achievements in reducing school dropout rates and illiteracy, and the adoption of 26 regional intercultural curricula. It also notes the Protocol for the prevention and response to complaints for the handling of cases of physical, psychological and sexual violence in educational units and special education centers. It is nevertheless concerned about:

(f) The absence of an inclusive education policy, the low number of girls and women with disabilities enrolled in mainstream education and their high dropout rates.

**24. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education, the Committee recommends that the State party promote understanding of the importance of girls' education at all levels as a basis for their empowerment, and:**

**(a) Ensure that disadvantaged and marginalized groups of girls, in particular indigenous, Afro-Bolivian girls, rural girls, girls with disabilities, refugee and migrant girls, have adequate access to quality education, as well as their retention in school, in particular at the secondary and tertiary levels and in rural areas, including by:**

**(i) Promoting the enrolment of girls from marginalized groups in educational institutions at all levels;**

**(ii) Ensuring the implementation of regional intercultural curricula and adopting a comprehensive inclusive education policy;**

**(iii) Launching literacy campaigns to reach adult and elderly women;**

### **Employment**

25. The Committee notes the efforts made by the State party to promote women's equal access to employment and remuneration, including My First Decent Job and the Employment Support Programmes. However, it remains concerned about:

**(f) The high unemployment rates among women with disabilities and insufficient enforcement of quotas for their employment in the public and private sectors.**

**26. The Committee recommends that the State party:**

**(g) Promote the employment of women with disabilities in both the public and private sectors and provide them with reasonable accommodation in the open labour market.**

### **Health**

27. The Committee notes the measures taken by the State party to expand free sexual and reproductive health services to all women regardless of age through the Single Health System. It also welcomes the campaigns to promote the use of modern contraceptive methods, in compliance with the judgment of the Inter-American Court of Human Rights in the case of *I.V. vs. Bolivia*. However, the Committee notes with concern:

**(g) The limited accessibility of health services for women with disabilities, lack of adequately trained health personnel and intersecting forms of discrimination against women with disabilities in the health system.**

**28. The Committee recommends that the State party:**

**(g) Ensure the accessibility of health care services and facilities for women and girls with disabilities and train health professionals on their specific health needs, including the sexual and reproductive health rights, and raise awareness about the intersecting forms of discrimination faced by them in the health system.**

### **Women with disabilities**

35. The Committee is concerned about:

**(a) Restrictions on the legal capacity, access to justice, right to enter into marriage and parental rights of women with disabilities;**

**(b) The limited accessibility for women with disabilities of health care facilities and services in the State party, in particular sexual and reproductive health services;**

(c) Segregation of women and girls with disabilities in special educational institutions based on a purely medical approach to disability and low school enrolment rate among girls with disabilities;

(d) Limited access for women with disabilities to employment opportunities and the lack of reasonable accommodation in the workplace.

**36. The Committee recommends that the State party:**

**(a) Remove restrictions on the legal capacity of women with disabilities and ensure their equal access to justice, marriage and parental rights;**

**(b) Ensure the accessibility of health care facilities and services for women and girls with disabilities and ensure respect for their sexual and reproductive choices;**

**(c) Adopt and implement an inclusive education policy, promoting the enrolment of girls and women with disabilities and teacher training in inclusive education;**

**(d) Ensure the accessibility of workplaces and enforce quota for labour market participation by women with disabilities;**

**(e) Collect data disaggregated by age and ethnic origin on the participation of women with disabilities in all areas under the Convention to inform the formulation of laws and policies and overcome the barriers that prevent women with disabilities from exercising their rights.**

## **MOROCCO - CEDAW/C/MAR/CO/5-6**

### **Employment and economic empowerment of women**

33. The Committee notes with appreciation information provided by the State party that a financial package is offered to support the projects of associations working in the field of promotion of women's right to work. The Committee also takes note of the State party's indication that a strategic study is being prepared on women's economic empowerment to lay the ground work for the development of a national integrated economic empowerment programme for women by 2030. The Committee nevertheless remains concerned that:

(a) Progress in the field of education for women and girls has not translated into progress in the area of employment and the participation of women in economic activities remains low;

(b) Gender disparities persist in access to the labour market;

(c) Women in the formal and informal sector, in urban and rural areas alike have limited access to social protection in form of a work contract, medical insurance, or pension system.

**34. Recalling its previous recommendations (CEDAW/C/MAR/4, paragraph 29), the Committee draws attention to target 8.5 of the Sustainable Development Goals, to achieve by 2030 full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value, and recommends that the State party take measures to:**

**(d) Take measures to prevent and monitor sexual harassment in the workplace, especially of young women, women with disabilities and lesbian, bisexual, transgender, and intersex women;**



## **MONGOLIA - CEDAW/C/MNG/CO/10**

### **Women's rights and gender equality in relation to the COVID-19 pandemic and recovery efforts**

8. The Committee welcomes the adoption of the resolution on "The second package of measures to recover economy and improve social protection of vulnerable groups of society" which led to an increase in child cash benefits, as well as cash benefit allocations to citizens as financial support, allocations for vaccination, monthly allocations to caregivers of older persons and persons with disabilities, and allocations to caregivers of children with disabilities. However, the Committee notes that no specific measures have been adopted to mitigate the impact of the pandemic on women's enjoyment of their rights.

**9. The Committee, in line with its guidance note on the obligations of States parties to the Convention in the context of COVID-19, issued on 22 April 2020, recommends that the State party:**

**(a) Implement institutional, legislative and policy measures to redress long-standing inequalities between women and men and to give renewed impetus to the achievement of gender equality by placing women at the centre of COVID-19 recovery strategies as a strategic priority for sustainable change, in line with the Sustainable Development Goals;**

**(b) Ensure that, in the context of post-crisis recovery plans, women and girls are not relegated to stereotypical gender roles;**

**(c) Ensure the equal participation of women and girls, including disadvantaged and marginalized groups of women, in the design and implementation of COVID-19 recovery programmes;**

**(d) Ensure that women and girls benefit equally from stimulus packages, including financial support for unpaid care work, aimed at mitigating the socioeconomic impact of the pandemic.**

### **Implementation and visibility of the Convention**

10. The Committee notes that the Constitution of the State party provides that international treaties and conventions should be enforced in the same manner as national legislation once a treaty has been ratified. However, it notes the absence of registered court cases making reference to the provisions of the Convention. It also notes with concern that women, in particular rural women and women herders, lesbian, bisexual, transgender and intersex women and women with disabilities, are often not aware of their rights under the Convention and the remedies available to them.

**11. Recalling its previous recommendation (CEDAW/C/MNG/CO/8-9, para. 9), the Committee recommends that the State party:**

**(a) Provide systematic capacity-building and training for government officials, judges, prosecutors, police officers and other law enforcement officials, as well as lawyers, on the Convention;**

**(b) Enhance awareness among women of their rights under the Convention and the legal remedies available to them to claim violations of such rights and ensure that information on the Convention and the Committee's general recommendations is**

**accessible to all women, including women belonging to disadvantaged and marginalized groups such as rural women and women herders, lesbian, bisexual, transgender and intersex women and women with disabilities.**

### **Gender-based violence against women**

22. The Committee welcomes the adoption, on 22 December 2016, of the revised Law on Combatting Domestic Violence (LCDV), which criminalizes domestic violence and provides for measures to protect survivors and witnesses, defines inter-sectoral roles, and accredits NGOs as service providers for capacity building and operating shelters. It notes the establishment of the Unit to Combat Domestic Violence within the Police Department, and the appointment of a Domestic Violence Prevention and Child Crime Prevention officer in each police station. It further notes the measures taken to prevent gender-based violence against women and girls, including the National Conference on Multilateral Cooperation in combating Domestic Violence held annually since 2017; the organisation of national-scale campaigns at the occasion of the International Day for the prevention of violence against women, every year on 25 November; and the opening of 14 new temporary shelters and 15 one-stop centres for victims of domestic violence across the State party. However, the Committee notes with concern:

(a) The low number of cases prosecuted under the revised Law on Combatting Domestic Violence (LCDV);

(b) That judges, prosecutors, police, social workers, psychologists, health-care workers, and governors have only limited understanding of the dynamics of domestic violence and of their responsibility to address it;

(c) That the provision of multidisciplinary services under the LCDV remains inconsistent and limited due to lack of funding, resulting in the inadequate prevention of and response to domestic violence;

(d) The lack of specialized courts dealing with cases of gender-based violence.

**23. Recalling its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, and in line with target 5.2 of the Sustainable Development Goals, to eliminate all forms of violence against women and girls in the public and private spheres, the Committee urges the State party to:**

**(b) Strengthen mandatory capacity-building programmes for judges, prosecutors, police, social workers, psychologists, health-care workers, and governors on gender-sensitive investigation and interrogation procedures in cases of gender-based violence against women, in particular lesbian, bisexual, transgender and intersex women and women with disabilities, and on the strict application of legislation criminalizing such violence;**

### **Equal participation of women in political and public life**

26. The Committee notes with concern that the State party ranks 116<sup>th</sup> out of 156 countries on “political empowerment”, that women only represent 17.3 per cent of parliamentarians and 18.8 per cent of Ministers and that they are still underrepresented in municipal councils, in leadership positions within political parties,

and at the decision-making level in the civil service. It also notes with concern that the amendment to the Law on Elections decreased the minimum quota for candidates in parliamentary elections to 20 per cent for both sexes, that no women have been appointed as governors of provinces or mayors; and that the Law on Elections still restricts the right of persons with disabilities, including women, to vote and to stand for election.

**27. In line with its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to:**

**(e) Repeal, without delay, the provisions of the Law on Elections that restrict the right to vote of persons with disabilities, including women, and ensure that disability is a prohibited ground of discrimination under the Law and make reasonable accommodations to ensure equal accessibility.**

### **Employment**

30. The Committee welcomes the adoption in 2019 of the "National Wage Policy for 2019-2024" and related action plan, which aim at promoting equal pay for work of equal value. It remains concerned, however, at:

(a) The persistent gender pay gap in all sectors, vertical and horizontal segregation in the labour market, women's concentration in low-paid jobs in the formal and informal sectors, and the lack of affordable childcare facilities in the State party;

(b) The list of occupations that are prohibited for women, which appears to be overly protective by covering a range of occupations and branches where there is no objective justification for the prohibition, thereby limiting women's economic opportunities in a number of areas, in particular in the mining industry;

(c) The early retirement age for women, limiting their employment opportunities and reducing their pension benefits;

(d) The classification of sexual harassment as a minor offence, and the related minimum penalties, and lack of information on the number of prosecutions, convictions and sentences imposed on perpetrators;

(e) The lack of information on the national labour inspection system and its reportedly limited mandate, capacity and effectiveness.

**31. The Committee draws attention to its general recommendation No. 13 (1989) on equal remuneration for work of equal value and to target 8.5 of the Sustainable Development Goals, to achieve by 2030 full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value, and recommends that the State party:**

**(a) Review wages in all sectors, applying gender sensitive analytical job classification and evaluation methods, conducting regular pay surveys, and encouraging employers to publish a narrative with their gender pay gap data, with a view to better understanding the reasons behind the gender wage gap, and enforce the principle of**

**equal pay for work of equal value in order to narrow and ultimately close the gender pay gap;**

**(b)Eliminate occupational segregation, both horizontal and vertical, including by introducing flexible working arrangements and increasing the number of affordable childcare services, and consider ratifying the ILO Workers with Family Responsibilities Convention, 1981 (No. 156);**

**(c)Abolish the list of prohibited occupations and sectors and promote and facilitate women's access to previously prohibited occupations by improving working conditions and occupational health and safety;**

**(d)Progressively elevate the retirement age for women to harmonize it with that for men, ensuring adequate awareness;**

**(e)Amend the Criminal Code to specifically criminalize sexual harassment in the workplace, raise awareness among employers and employees of sexual harassment and the relevant provisions of the Law on the Promotion of Gender Equality, ensure that all reports of sexual harassment are effectively investigated and that perpetrators are adequately punished, and consider ratifying the ILO Violence and Harassment Convention, 2019 (No. 190);**

**(f)Strengthen the quality and capacity of the national labour inspection system so that the working conditions of women are effectively monitored, adequately punish employers engaging in discriminatory practices against women and enhance access to justice for women workers.**

#### **Disadvantaged and marginalized groups of women**

40.The Committee welcomes the adoption of the Law on Rights of Persons with Disabilities (2016), the national programme on the promotion of human rights and the participation and development of persons with disabilities (2017), and the establishment of the General Agency for Development of Persons with Disabilities. However, it is concerned about the lack of information on the situation of women and girls with disabilities, including their access to inclusive education, health care, employment and participation in political and public life, as well as about intersecting forms of discrimination and gender-based violence faced by them. The Committee also regrets the lack of information on the situation of other disadvantaged groups of women in the State party, including lesbian, bisexual, transgender and intersex women, women living in poverty, single mothers and older women.

**41.The Committee recommends that the State party collects information on the situation of disadvantaged groups of women in the State party, including women and girls with disabilities, lesbian, bisexual, transgender and intersex women, women living in poverty, single mothers and older women, particularly on their access to political and public life, education, employment health care, including sexual and reproductive health services, as well as about intersecting forms of discrimination and gender-based violence faced by them.**

## **Data collection**

44. The Committee is concerned at the general lack of updated statistical data, disaggregated by sex, age, ethnicity, disability, geographical location and socioeconomic background, which are necessary for an accurate assessment of the situation of women, to determine whether they suffer from discrimination, for informed and targeted policymaking and for the systematic monitoring and evaluation of progress achieved towards the realization of women's substantive equality in all areas covered by the Convention.

**45. The Committee calls upon the State party to develop a gender indicator system to improve the collection of data, disaggregated by sex and other relevant factors, necessary to assess the impact and effectiveness of policies and programmes aimed at mainstreaming gender equality and enhancing women's enjoyment of their human rights. In this regard, the Committee draws the State party's attention to its general recommendation No. 9 (1989) on statistical data concerning the situation of women and encourages the State party to seek technical assistance from relevant United Nations agencies and to enhance its collaboration with women's associations that could assist in the collection of accurate data.**

## **NAMIBIA - CEDAW/C/NAM/CO/6**

### **Women's rights and gender equality in relation to the coronavirus disease pandemic and recovery efforts**

9. The Committee welcomes that the State party adopted response plans to gender-based violence against women and girls during the coronavirus disease (COVID-19) pandemic and facilitates the provision of protection orders (CEDAW/C/NAM/RQ/6, paras. 4 and 9). It, however, remains concerned that women have been extremely affected by the pandemic, in particular due to the increase in poverty and its negative socio-economic impact, including on women employed in the informal economy. In particular, the Committee is concerned about the lack of information on measures taken to ensure that:

(a) Economic stimulus and relief packages specifically target households and businesses led by women, who were disproportionately affected by the pandemic (CEDAW/C/NAM/RQ/6, paras. 6-7);

(b) Women participate in high-level decision-making on COVID-19 responses and recovery plans.

**10. In line with its guidance note on the obligations of States parties to the Convention in the context of COVID-19, issued on 22 April 2020, the Committee recommends that the State party:**

**(b) Promote and facilitate the equal participation of women, including indigenous women and women with disabilities, in the State party's official national recovery programmes and related decision-making.**

### **Temporary special measures**

23. The Committee welcomes the implementation of the Affirmative Action (Employment) Act (Act No. 29 of 1998) and of the Affirmative Action Policy on the

participation of women in public life, as well as the measures taken to increase women's representation in management positions and the introduction of a scorecard system to increase affirmative action at the workplace. The Committee is nevertheless concerned about the limited use of temporary special measures in other areas covered by the Convention, where groups of women are underrepresented or disadvantaged, such as:

(a) The participation of women with disabilities in the workforce;

**24. In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party adopt temporary special measures, that accelerate substantive equality and eliminate intersecting forms of discrimination, such as:**

**(a) Affirmative action for women with disabilities in the workforce, including improving the accessibility of physical spaces in both workplaces and educational facilities;**

### **Equal participation in political and public life**

31. The Committee welcomes the measures taken by the State party to build the capacity of women in politics, including Parliamentarians, local politicians and members of political parties, as reflected in UN Women's ranking the State party 12<sup>th</sup> globally for the number of women in Parliament and the 2017 'Gender Is My Agenda Campaign' award for the State party's progress in promoting parity in decision making positions. The Committee, however, notes with concern:

(a) The continued underrepresentation of women in some areas of political and public life, particularly in the National Council, as well as in senior government positions, the foreign service, the public administration, the judiciary and in the Namibian Sports Commission;

(b) The lack of measures ensuring equal representation of women and men candidates on electoral lists and the limited participation of indigenous women in political and public life.

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

**(a) Take measures to accelerate gender parity at the national and local levels of government, in particular in decision-making positions in the cabinet, the judiciary, the public service, the foreign service and in sports commissions, and conduct awareness-raising campaigns and capacity-building to promote gender parity, positive masculinities and the participation of disadvantaged groups of women in political and public life, including indigenous women and women with disabilities;**

### **Health**

41. The Committee notes the progress reported in decreasing the mother-to-child transmission of HIV/AIDS and the high availability of HIV/AIDS test kits. The Committee notes with concern:

(e) Women's limited access to sexual and reproductive health care, including for women with disabilities, indigenous women and lesbian, bisexual, transgender and intersex women;

**42. The Committee recalls its general recommendation No. 24 (1999) on women and health and recommends that the State party:**

**(e) Ensure safe and appropriate access to sexual and reproductive health services free from discrimination, and disseminate information and clinical resource material to medical practitioners and to women, including women with disabilities, indigenous women and lesbian, bisexual, transgender and intersex women;**

### **Women with disabilities**

47. The Committee notes the National Agenda for Children, which ensures equal access to health, education and support for children with disabilities (CEDAW/C/NAM/6, para. 23). The Committee remains, however, concerned about:

(a) The barriers faced by women and girls with disabilities in accessing inclusive education;

(b) The high levels of unemployment among women with disabilities, their concentration in low-paid jobs, and the use of a medical approach to disability in section 5(1)(e) of the Labour Act (2007) and in section 18(2)(b) of the Affirmative Action (Employment) Act (Act No. 29 of 1998);

(c) The difficulties faced by women with disabilities to access food, housing and health care services, including sexual and reproductive health services.

**48. Recalling its general recommendation No. 18 (1991) on disabled women, the Committee recommends that the State party:**

**(a) Fully implement the Sector Policy on Inclusive Education (2013), and ensure support to girls with disabilities in schools and the accessibility of school buildings, toilets and learning materials;**

**(b) Amend the Labour Act (2007) and the Affirmative Action (Employment) Act to include a rights-based model of disability and promote access to employment opportunities and leadership positions by women with disabilities;**

**(c) Monitor the distribution of the 'disability grant', social benefits and food aid, and design specific policies to increase affordable housing options and land ownership for women with disabilities and ensure reasonable accommodation in health care.**

### **Data collection and analysis**

55. The Committee is concerned that disaggregated data is available in some, but not all areas of relevance to the realization of the rights of women, in particular regarding harmful practices, gender-based violence against women, trafficking, prostitution, sexual harassment in the workplace and government aid provided to women.

56. The Committee recommends that the State party strengthen its efforts to enhance the systematic collection, dissemination and analysis of data related to women's rights, disaggregated by sex, age, ethnicity, religion, geographical location, disability and socioeconomic context, in all spheres.

## PORTUGAL - CEDAW/C/PRT/CO/10

### **Women's access to justice**

12. The Committee takes notes that in line with Law 34/2004, victims of domestic violence and survivors of rape, sexual coercion, female genital mutilation and trafficking are exempt from paying fees and that the Commission for the Protection of Victims of Crime offers financial compensation and psychological support when requested. However, the Committee expresses its concern that access to justice remains hampered by the complexity of procedures and the conditions for granting legal aid, in particular regarding women belonging to ethnic minorities. It also notes with concern the exemption from court fees and free legal aid are not available to women without sufficient economic resources in all areas of law, and about the lack of information available for women about other aids to complaint or to access to justice.

**13. The Committee urges the State Party to ensure that all women, particularly women with limited resources and women belonging to disadvantaged groups, can access de facto to free legal aid, simplifying the administrative procedures and minimizing the negative impact that the joint annual tax return has in women. The Committee also recommends the State party to implement awareness-raising campaigns targeting women belonging to disadvantaged groups, such as women with disabilities, Roma women, women migrants and older women, to submit complaints, to access to free legal aid and to benefit from reparation to victims.**

### **Temporary special measures**

16. The Committee welcomes the introduction of quotas in its legislation to accelerate equal representation of women and men in parliament and in other decision-making positions in government, public institutions, associations and boards of public enterprises, such as those adopted in Law No. 62/2017, Law No. 1/2019 and Law No. 26/2019. The Committee notes, however, that despite this, the State party does not have a system for monitoring implementation and progress made, including in the autonomous regions of Madeira and Azores. It also notes with concern the lack of temporary special measures in the National Equality and Non-discrimination Strategy (ENIND) 2018-2030 and other sectoral policies, to address the needs of women from the most disadvantaged groups, such as women with disabilities, Roma women, women migrants and older women.

**17. In line with article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party continue its efforts to implement temporary special measures aimed at accelerating de facto equality between women and men in political and public life or in any other sphere where women remain underrepresented, with a system to monitor its implementation and progress, including in the autonomous regions of Madeira and the Azores. It also recommends the State party to include temporary special measures in its gender equality public policy and other sectoral policies to address the needs of women from the most disadvantaged groups, such as women with disabilities, Roma women, women migrants and older women.**



### **Harmful practices**

20. The Committee notes that female genital mutilation and forced marriage have been included as offences in the Criminal Code of the State party, in line with the Istanbul Convention. However, it notes with concern that forced sterilisation is not included as an offence in the Criminal Code as it has been also established in the Istanbul Convention. The Committee also notes with concern the low number of investigated cases of female genital mutilation and forced marriages, as well as that despite Law No. 104/2009, which approved the regime granting compensation to victims of violent crimes and domestic violence, no applications for compensation have been made since 2011.

**21. The Committee recommends that the State party specifically criminalize forced sterilisation in line with article 39 of the Istanbul Convention and that it ensure that all cases of female genital mutilation, child and/or forced marriage and non-consensual sterilization are effectively investigated and prosecuted. It also recommends that the State party conduct information and awareness-raising campaigns targeting particularly women from disadvantaged groups, such as women with disabilities, migrant women and Roma women, so that victims of female genital mutilation, child and/or forced marriages and non-consensual sterilization receive the compensation provided for in the regime granting compensation to victims of violent crimes and domestic violence, as established in Law No.104/2009.**

### **Equal participation in political and public life**

26. The Committee notes that parity between women and men has been reached for the first time with the new composition of the Government of the State party. It welcomes the State party's efforts to raise the minimum quota for the representation of women candidates on electoral lists for parliament and other decision-making positions in government, public institutions and associations through Law No. 1/2019 and Law No.26/2019, among others. The Committee is concerned, however, that the effects of the quota measures in the new legislation remain limited at the local level, particularly in parish and municipal assemblies, as well as in municipal cabinets, including in the autonomous regions of Madeira and the Azores, and that the penalties for non-compliance with such quotas are not enough to be dissuasive. It is also concerned that the State party does not have temporary special measures to support women candidates aspiring to political and public office and that the State party does not have a legal framework to prevent and combat political harassment.

**27. In line with its previous concluding observations (CEDAW/C/PRT/CO/8-9 para. 31), its general recommendation No. 23 (1997) on women in political and public life and target 5.5 of the Sustainable Development Goals, to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, the Committee urges the State party to continue its efforts to increase the participation of women at all levels of political and public life in the State party. In particular, the Committee recommends that the State Party:**

**(c) Introduce mechanisms to increase the participation of marginalized women, such as women with disabilities, Roma women and other traditionally underrepresented women in political and public life;**

### **Education**

28. The Committee welcomes the introduction of incentives to diversify women's and girls' educational choices and career paths and the recent predominance of women in higher education. It notes with concern, however, that those measures have not led to an increase of the percentage of women in powerful, decision-making positions in economics, politics and academia. The Committee also notes with concern, that sexuality education at school, while focusing on the prevention of sexually transmitted diseases and early pregnancy, does not address the impact of social gender relations and patriarchal attitudes on women's and girls' sexuality. It also notes with concern the low enrolment rate among girls with disabilities in public schools.

**29. In line with its general recommendation No. 36 (2017) on the right of girls and women to education and target 4.1 of the Sustainable Development Goals, to ensure by 2030 that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes, the Committee recommends that the State party:**

**(d) Increase programmes and budget allocations for scholarships and study grants targeting women and girls with disabilities and ensure accessibility and reasonable accommodation at all levels in schools across the State party.**

### **Employment**

30. The Committee notes that the State party has adopted legislative and policy measures aimed at ensuring equal access to the labour market and equal pay for women and men for work of equal value (Law No. 60/2018). It remains concerned, however, at the persistent gender pay gap in the State party and that women continue to carry a disproportionate burden of unpaid care and domestic work. The Committee is also concerned by the lack of effective implementation of legislation for the prevention of sexual harassment and discrimination in the workplace.

**31. The Committee draws attention to its general recommendation No. 13 (1989) on equal remuneration for work of equal value and to target 8.5 of the Sustainable Development Goals, to achieve by 2030 full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value, and recommends that the State party:**

**(a) Intensify its efforts to address the persistent gender pay gap by regularly reviewing wages in sectors where women are concentrated and adopting measures to close the gender pay gap, including through gender-neutral analytical job classification and evaluation methods and regular pay surveys and promote equal sharing of household and childcare responsibilities between women and men, including by expanding the use of paternity leave and the access to childcare facilities;**

**(b) Increase effective implementation of criminal and administrative legislation for the prevention of sexual harassment in the workplace and provide capacity building programmes to judges and training for law-enforcement agencies to facilitate effective access to protection measures for victims of sexual violence and discrimination in the workplace.**

### **Women with disabilities**

40. The Committee welcomes the adoption of Law No. 49/2018 introducing the legal regime of "*Maior Acompanhado*" abolishing the interdiction and incapacitation procedures for persons with disabilities and guaranteeing the rights to marry or form de facto unions, procreation, adoption and custody of children. The Committee also notes the adoption of the National Strategy for the Inclusion of Persons with Disabilities 2021-2025 (ENIPD 2021-2025), which foresees that the National Support Network for Victims of Domestic Violence offers specialized responses when receiving women with disabilities. However, the Committee is concerned about the following:

- (a) Despite the fact that 20.6 per cent of women in the State party have a disability, no measures have been taken to reduce their structural inequality in access to education, the labour market, health, economic empowerment and family benefits, among others;
- (b) Currently, 110 women with disabilities reside in psychiatric hospitals and 1694 in social sector institutions belonging to religious orders;
- (c) Women and girls with disabilities are particularly vulnerable to forced sterilization carried out under the pretext of legitimate medical care or with the consent of others speaking in their name.

**41. The Committee recommends the State party to:**

- (a) Take all necessary measures to reduce the structural inequality faced by women and girls with disabilities in access to education, labour market, health, economic empowerment and family benefits, among others, and ensure the effective consultation and participation of women with disabilities, particularly in the Consultative Council of the Commission for Citizenship and Gender Equality (CIG);**
- (b) Adopt effective measures to guarantee the right of women with disability to live in the community and to their full inclusion and participation in it, ensuring in particular that they have the opportunity to choose their place of residence and where and with whom to live, access to decent and accessible housing, and access to a range of in-home assistance, including personal assistance;**
- (c) Ensure the full, free and informed consent of women with disabilities for any intervention or medical treatment, train health professionals on human rights, dignity, autonomy and needs of women with disabilities and promulgate ethical standards for public and private health care.**

**REPUBLIC OF TÜRKIYE - CEDAW/C/TUR/CO/8**

**Women's rights and gender equality in relation to the COVID-19 pandemic and recovery efforts**

12. The Committee takes note of the measures taken by the State party to implement gender-responsive recovery strategies related to the coronavirus disease (COVID-19) pandemic and targeted measures to alleviate the negative economic and social effects of the pandemic on women and girls. Nevertheless, the Committee is concerned about the high prevalence of gender-based violence against women in the State party, including domestic violence, the longest shutdown of educational institutions globally due to the pandemic and the feminization of poverty, which disproportionately affects women and girls belonging to disadvantaged and marginalized groups, who already faced multiple and intersecting forms of discrimination and whose condition further deteriorated during the pandemic.

**13. In line with its guidance note on the obligations of States parties to the Convention in the context of the COVID-19 pandemic, the Committee recommends that the State party:**

**(a) Implement measures to redress long-standing inequalities between women and men by placing women at the centre of COVID-19 recovery strategies, in accordance with the 2030 Agenda, paying particular attention to unemployed women, women living in poverty, women belonging to ethnic and national minority groups, women in humanitarian settings, older women, women with disabilities, migrant, refugee and asylum-seeking women;**

#### **Visibility of the Convention and the Committee's general recommendations**

14. The Committee welcomes the State party's reaffirmed engagement and collaboration in the implementation of the Convention. It takes note of the State party's efforts to enhance the visibility of the Convention and the fact that, according to article 90 of the Constitution, international treaties ratified by the State party form integral part of national law and that any violation of the rights enshrined in the Convention may be challenged by citizens before the Constitutional Court. It is concerned, however, that women, in particular rural women, women belonging to ethnic and national minorities, migrant, refugee and asylum-seeking women and women with disabilities, are often not aware of their rights under the Convention and the remedies available to claim them.

**15. Recalling its previous recommendation (CEDAW/C/TUR/CO/7, para. 17), the Committee recommends that the State party:**

**(a) Disseminate and give more visibility to the Convention and the Committee's concluding observations, its jurisprudence under the Optional Protocol and its general recommendations;**

**(b) Consider establishing a comprehensive mechanism for the implementation of the present concluding observations and involve non-governmental organizations promoting women's rights and gender equality in the work of the mechanism, taking into account the four key capacities of a national mechanism for reporting and follow-up, namely, engagement, coordination, consultation and information management;**

**(c) Raise awareness among women of their rights under the Convention and the legal remedies available to them to claim violations of such rights and ensure that**

**information on the Convention and the Committee's jurisprudence under the Optional Protocol and on its general recommendations is accessible to all women;**

**(d) Provide systematic capacity-building for government officials, judges, prosecutors, police officers and other law enforcement officials, as well as lawyers, on the Convention.**

### **Constitutional and legislative framework and discriminatory laws**

16. The Committee notes that the principle of non-discrimination, including on the basis of sex, is enshrined in the Constitution. However, it remains concerned about intersecting forms of discrimination against disadvantaged and marginalized groups of women in the State party, in particular Kurdish women, refugee and asylum-seeking women and women with disabilities.

**17. The Committee recommends that the State party:**

**(c) Devise a comprehensive system to collect data on discrimination, disaggregated by sex, age, nationality, ethnicity, disability and socioeconomic status.**

### **Women's access to justice**

18. The Committee is concerned about the negative impact that the adoption of the 2017 constitutional amendments had on the State party's judiciary, further undermining its ability to independently discharge its mandate. It is also concerned that the changes in the structure of both the Turkish Constitutional Court and the Council of Judges and Prosecutors, the body responsible for ensuring self-governance of the judiciary, seriously undermine the independence of the judiciary by positioning it under close oversight by the Executive. The Committee notes that information provided by the delegation that procedures and conditions for the selection of judge and prosecutor candidates are clearly regulated in Articles 8 and 9 of the Law No. 2802 on Judges and Prosecutors. It is, however, concerned:

**(e) That Law No. 2802 on judges and prosecutors precludes the recruitment of women with disabilities as judges and prosecutors;**

**19. With reference to its general recommendation No. 33 (2015) on women's access to justice, the Committee recommends that the State party:**

**(e) Amend the law on judges and prosecutors (Law No. 2802) and adopt legal measures to allow and facilitate the effective participation of women with disabilities in the justice system, including as judges, witnesses, complainants and respondents.**

### **Gender-based violence against women**

28. The Committee welcomes the adoption of the 2021-2025 Fourth National Action Plan to Combat Violence Against Women. It also notes the significant legal reforms adopted by the State party to strengthen the legal framework to combat violence against women and domestic violence and that Law No. 6284/2012 on the Protection of Family and Prevention of Violence Against Women provides an important framework for preventing violence and protecting victims. The Committee notes with concern, however, that gaps in both the scope of the existing legislation and its implementation still exist. In this respect, the Committee draws the attention of the

State party to the 2021 Constitutional Court's decision on case no. 2017/32972, in which the court found that State officials, prosecutors, and judges failed to take the necessary steps to protect a woman who had lodged multiple complaints with the authorities, before being killed by her former husband. The Committee further remains concerned that Turkish legislation does not specifically criminalize domestic violence as such and includes no provision relating to the prosecution or punishment of perpetrators. The Committee reiterates its concern about the persistence of systematic and widespread gender-based violence against women in the State party, including sexual violence, and that:

(a) At least 3,175 femicides in the State party have been reported between 2010 and 2020 and that more than 300 women were murdered in 2021, mostly by their intimate or former intimate partners or husbands or members of their families;

(b) Official data on violence against women demonstrate that in 8.5 percent of cases of women killed between 2016 and 2021, the woman had obtained a protection order that was valid at the time of her death. In 2021 this percentage increased to 12 percent;

(c) Gender-based violence against women and girls is considerably underreported owing to victims' stigmatization, fear of reprisals, economic dependence on the perpetrator, legal illiteracy, language barriers and/or lack of trust in the law enforcement authorities;

(d) Inadequate assistance and remedies are available to women seeking to escape violent relationships, reflected, *inter alia*, in insufficient numbers of shelters across the State party and inappropriate conditions for women in shelters as well as the frequent practice of sending victims back to their abusive partners or compelling them to part with their children;

(e) Gender-based violence and discrimination against lesbian, bisexual and transgender women persist. Such violence is exacerbated by widespread impunity for perpetrators of hate crimes, including gender-based violence against and killings of lesbian, bisexual and transgender women; and by the application of article 29 of the Penal Code on "unjust provocation" in court cases on killings of lesbian, bisexual and transgender women as a mitigating circumstance.

**29. Recalling its previous recommendation (CEDAW/C/TUR/CO/7, para. 33) and in line with its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, and with Sustainable Development Goal 5.2 on the elimination of all forms of violence against all women and girls in the public and private spheres, the Committee recommends that the State party enhance mechanisms to monitor the enforcement of laws criminalizing gender-based violence against women. It also recommends that the State party:**

**(f) Collect comprehensive data, disaggregated by age, sex, relationship between the victim and the perpetrator, and other sociodemographic characteristics, such as disability, to better inform policies and strategies to combat gender-based violence against women and girls, including domestic and sexual violence.**

### **Trafficking and exploitation of prostitution**

35. The Committee welcomes the efforts made by the State party to prevent and combat trafficking in women and girls, including by engaging in international cooperation, and awareness-raising initiatives. However, the Committee notes with concern:

- (a) That the State party has not yet adopted comprehensive anti-trafficking legislation while remaining a source, transit and destination country for trafficking in women and girls, and the lack of statistical data on the extent of trafficking and its root causes, including in humanitarian settings;
- (b) That migrant, refugee and asylum-seeking women are at a high risk of becoming victims of trafficking for purposes of sexual or labour exploitation;
- (c) Underreporting and the low conviction rates in trafficking cases;
- (d) The high prevalence of exploitation of girls in prostitution and domestic servitude;
- (e) Reports that victims of trafficking, including women in prostitution, have been arrested, detained and deported for administrative offences such as violations of immigration law;
- (f) That there are only two government-run shelters providing for victims of trafficking and that several NGO-run shelters closed in 2016 for lack of funding.

**36. With reference to its general recommendation No. 38 (2020) on trafficking in women and girls in the context of global migration, and recalling its previous recommendation (CEDAW/C/TUR/CO/7, para. 40), the Committee recommends that the State party:**

- (a) Adopt comprehensive anti-trafficking legislation and systematically collect data on trafficking, disaggregated by sex, age, nationality, ethnicity, disability and socioeconomic status;**

### **Equal participation in political and public life**

37. The Committee notes with concern:

- (a) The persistence of structural barriers to participation in political and public, including discriminatory gender stereotypes, faced by women, in particular Kurdish women, lesbian, bisexual and transgender and intersex women as well as women with disabilities;
- (e) That discriminatory laws and regulations in the State party have the effect of disenfranchising women with intellectual or psychosocial disabilities.

**38. Recalling its general recommendation No. 23 (1997) on women in political and public life, as well as target 5.5 of the Sustainable Development Goals, the Committee recommends that the State party:**

- (a) Adopt temporary special measures, such as statutory quotas and a gender parity system, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to ensure the equal representation of women, in particular women belonging to ethnic minorities and women with disabilities, at the decision-making level, in the Grand National Assembly, provincial and municipal legislative bodies, the Government, the civil service and the foreign service, in particular at decision-making levels;**

**(e) Repeal discriminatory provisions that exclude women with intellectual or psychosocial disabilities and women without a permanent home address from exercising their rights to vote and to stand for election.**

### **Nationality**

41. The Committee welcomes the fact that the State party hosts the world's largest refugee population with 3.7 million Syrians under temporary protection and more than 320,000 refugees and asylum-seekers under international protection, predominantly women and girls, guaranteeing their right to birth registration and enabling foreign women to confer their nationality to their children. However, the Committee notes with concern:

(a) The lack of information on measures taken to reduce statelessness;  
(b) Reports of Turkish citizens, including women, being placed on the Interpol Red Notice list and having their passports cancelled while travelling abroad, in order to have them deported back to Türkiye.

**42. With reference to its general recommendation No. 32 (2014) on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women, the Committee recommends that the State party:**

**(a) Collect data on stateless women and girls, disaggregated by age, ethnicity and disability, and provide such data in its next periodic report;**

### **Education**

43. The Committee welcomes the increase in girls' enrolment in secondary education from 45 percent in 2002 to 87 percent in 2021. It also welcomes the inclusion of education on sexual and reproductive health and rights in school curricula and the provision of access to online or in-person vocational training for pregnant adolescent girls. The Committee nevertheless notes with concern:

(a) That education is compulsory for girls and boys only up to 12 years of age;  
(b) The high illiteracy rates in parts of the south-east region of the State party owing to poverty and linguistic barriers;  
(c) The lower enrolment rates among women and girls compared to men and boys;  
(d) The relatively high rates of early pregnancy and school dropout among girls, due in part to child marriage;  
(e) Persistent discriminatory gender stereotypes in the education system, including an emphasis on traditional roles of women in school textbooks;  
(f) The lack of sexuality education addressing the social relations of gender and the impact of patriarchal attitudes and discriminatory stereotypes on women's and girls' sexuality;  
(g) Harassment, corporal punishment and bullying of girls and women in school environments and the limited information on the number of complaints and investigations in such cases and on the penalties imposed.

**44. With reference to its general recommendation No. 36 (2017) on the right of girls and women to education and recalling its previous recommendation (CEDAW/C/TUR/CO/7, para. 44), the Committee recommends that the State party**



**promote the importance of girls' education at all levels, as a basis for their empowerment, and:**

**(b) Reduce the high illiteracy rate among women and girls, with a focus on girls living in poverty, rural girls, Kurdish girls, pregnant women and girls and young mothers, women and girls with disabilities and refugee and asylum-seeking women and girls, through temporary special measures, such as quotas with time-bound targets to increase enrolment, retention and completion rates among girls in secondary and higher education;**

### **Employment**

45. The Committee notes with concern that, according to the World Economic Forum Global Gender Gap 2021 Report, the State party ranks 140 among 156 countries in relation to women's participation in the economy and equal opportunities, The Committee further notes with concern:

**(d) The high unemployment rate among women with disabilities;**

**46. In line with target 8.5 of the Sustainable Development Goals on the promotion of full and productive employment and decent work for all women and men and recalling its previous recommendation (CEDAW/C/TUR/CO/7, para. 46), the Committee recommends that the State party:**

**(d) Ensure that women with disabilities have access to employment and accessible transportation to promote their inclusion in public and private employment;**

### **Economic empowerment of women**

49. The Committee notes with appreciation the various economic empowerment programmes launched by the State party, including the 2018-2023 Strategic Paper and Action Plan on Women's empowerment. It notes with concern, however, situations of poverty and deprivation, including food insecurity, among women with disabilities and women caring for family members with disabilities, and rural, migrant and refugee women.

50. The Committee recommends that the State party adopt and implement a poverty eradication strategy targeting, among others, women with disabilities, women caring for family members with disabilities, and rural, migrant and refugee women, expanding their access to entrepreneurial initiatives and opportunities to acquire necessary professional skills.