



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

**CEDAW Committee's 86th session  
(09 Oct – 27 Oct 2023)**

**Committee on Elimination of Discrimination Against Women- 86<sup>th</sup> Session- 2023**

Total number of Concluding Observations	8
Number of countries receiving recommendations on persons with disabilities	8
Number of countries receiving recommendations on persons with disabilities	100%
Number of recommendations including explicit references to disability	80

**ALBANIA- CEDAW/C/ALB/CO/5**

**BHUTAN - CEDAW/C/BTN/CO/10**

**FRANCE- CEDAW/C/FRA/CO/9**

**GUATAMELA - CEDAW/C/GTM/CO/10**

**JAMAICA - CEDAW/C/JAM/CO/8**

**MALAWI- CEDAW/C/MWI/CO/8**

**NICARAGUA - CEDAW/C/NIC/PCO/CO/7-10**

**PHILIPPINES - CEDAW/C/PHL/CO/9**

**URUGUAY - CEDAW/C/URY/CO/10**

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

## **ALBANIA- CEDAW/C/ALB/CO/5**

### **Status and visibility of the Convention, the Optional Protocol thereto and the Committee's general recommendations**

9. The Committee notes the training and awareness-raising activities for women and capacity building for the judiciary on the Convention and the Optional Protocol thereto. It is concerned that women, especially rural women, women belonging to ethnic minorities, women with disabilities, and lesbian, bisexual, transgender and intersex women, are often not aware of their rights under the Convention and the remedies available to claim them.

#### **10. The Committee recommends that the State party:**

**(a) 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, the Optional Protocol thereto and the Committee's general recommendations is accessible to all women;**

**(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) Ensure that the Convention, the Committee's jurisprudence and its general recommendations are made an integral part of systematic capacity-building for all judges with a view to enabling them to directly apply the provisions of the Convention or interpret national legal provisions in the light of the Convention, and of training for government officials, prosecutors, police officers and other law enforcement officials, as well as lawyers.**

### **Temporary special measures**

19. The Committee recognizes the temporary special measures in place to ensure women's equal participation in political and public life. The Committee remains concerned, however, that the information provided by the State party indicates a lack of adequate understanding of the nature, scope and necessity of temporary special measures aimed at accelerating substantive equality of women and men, in accordance with article 4 (1) of the Convention. It also notes with concern the absence of temporary special measures other than electoral quotas, such as temporary measures to address intersecting forms of discrimination against rural women, women belonging to ethnic minorities, women with disabilities, and lesbian, bisexual, transgender and intersex women.

**20. Recalling its previous recommendation (CEDAW/C/ALB/CO/4, para. 19), the Committee recommends that the State party adopt temporary special measures, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, to accelerate substantive equality of women and men, in particular as regards rural women, women belonging to ethnic minorities, older women, women with disabilities, and lesbian, bisexual, transgender and intersex women, in all areas under the Convention where women are**

**underrepresented or disadvantaged, including in political and public life, education, employment and health.**

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

23. While taking note of the range of measures introduced by Law No. 125/2020, amending Law No. 9669/2006 “On measures against violence in family relationships”, the Committee remains concerned at the prevalence of gender-based violence against women and girls, including sexual violence, in the State party. It also notes with concern:

- (a) That cyber violence and femicide are not defined as specific criminal offenses;
- (b) That the definition of rape in the Penal Code is still based on the use of force or threat by the perpetrator rather than lack of consent;
- (c) The underreporting of domestic violence against women and girls due to victims’ fear of stigmatization or reprisals, their economic dependence on abusive partners, legal illiteracy, linguistic barriers, and lack of trust in the law enforcement authorities;
- (d) The lack of information on the effective enforcement and monitoring of compliance with protection orders, in particular restraining and separation orders, for victims of domestic violence, which exposes women who are victims of such violence to a risk of revictimization;
- (e) The lack of adequate victim support services for women seeking to escape violent relationships and the insufficient number of adequate shelters across the State party.

**24. 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 strictly enforce legislation criminalizing gender-based violence against women, including in sports. It also recommends that the State party:**

- (f) Adopt harmonized protocols for the collection of data on incidents of gender-based violence against women, disaggregated by form of violence, age, region, disability and relationship between the victim and the perpetrator.**

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

27. The Committee notes with appreciation that the representation of women in the National Parliament has increased to 36 percent and that during the campaign for the 2021 general national elections, the mandatory quota for women was exceeded in the majority of candidates lists. It also notes with appreciation that 66.7 percent of ministers are women and, following the 2019 local elections, 44 percent of local councils’ seats are held by women. However, the Committee notes with concern:

- (b) The persistence of structural barriers to women’s participation in political and public life, in particular as regards rural women, women with disabilities, women belonging to ethnic minorities, and lesbian, bisexual, transgender and intersex women;

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

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

## **Education**

31. The Committee notes with concern:

(a) The disproportionately high levels of illiteracy among rural women, women with disabilities, refugee and asylum-seeking women and girls and women belonging to ethnic minorities, including Roma and Balkan Egyptians;

(d) Barriers preventing rural women, women with disabilities, and women belonging to ethnic minorities from accessing online education programmes during the period of confinement in the context of the COVID-19 pandemic, in particular due to the lack of technological equipment;

**32. 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/ALB/CO/4, para. 29), the Committee recommends that the State party promote the importance of girls' education at all levels, as a basis for their empowerment, and:**

(a) **Reduce illiteracy rates among women and girls, with a focus on rural women, women with disabilities, women belonging to ethnic minorities, including Roma and Balkan Egyptians, and refugee and asylum-seeking women and girls, and take targeted measures including awareness-raising and special scholarships to increase enrolment, retention and completion rates among girls and women in secondary and higher education, particularly in non-traditional fields of study, including STEM and ICT;**

(c) **Adopt and implement a strategy to ensure that rural women and girls, women and girls with disabilities, and women and girls belonging to ethnic minorities have adequate access to ICT to enable them to benefit from distance learning and enroll in Internet-based education programmes, and provide additional learning opportunities to compensate for interruptions during the COVID-19 pandemic;**

## **Employment**

33. The Committee notes the State party's efforts to strengthen employment policies, including several positive legislative measures improving labour standards and aligning them with international and European Union (EU) standards. However, the Committee notes with concern:

(e) The high unemployment rates among rural women, women with disabilities, and women belonging to ethnic minorities, including Roma and Balkan Egyptians.

**34. 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/ALB/CO/4, para. 31), the Committee recommends that the State party:

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

#### **Economic empowerment of women**

37. The Committee notes with concern:

(a) The disproportionately high levels of poverty and limited access to economic and social benefits among disadvantaged groups of women, in particular rural women, women with disabilities, women belonging to ethnic minorities, and lesbian, bisexual and transgender, and intersex women;

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

(a) Strengthen efforts to reduce poverty among women, with a particular focus on disadvantaged groups of women, such as rural women, women with disabilities, women belonging to ethnic minorities, lesbian, bisexual and transgender and intersex women, promote their access to low-interest loans without collateral and participation in entrepreneurial initiatives to empower them economically and provide them with opportunities to acquire the necessary skills to participate in economic life;

#### **Women with disabilities**

43. The Committee notes with concern that women with disabilities in the State party often face intersecting forms of discrimination, especially in access to justice, education, employment, and health care.

44. Recalling its general recommendation No. 18 (1991) on disabled women and its previous concluding observations (CEDAW/C/ALB/CO/4, para. 39 (c)), the Committee recommends that the State party ensure that women and girls with disabilities are able to access justice, the labour market, inclusive education, employment and health services, including sexual and reproductive health services.

### **BHUTAN - CEDAW/C/BTN/CO/10**

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

12. The Committee welcomes the nationwide legal needs survey, which includes an analysis of gender-differentiated experiences in accessing justice. It also notes with appreciation the establishment of a legal aid center in the Bhutan National Legal Institute and the provision of legal assistance in cooperation with the National Commission for Women and Children, the Bar Council and the non-governmental organization RENEW. It also welcomes the establishment of an e-litigation platform and of a separate Family and Child Bench in the Thimphu District Court. However, the Committee notes with concern that Thimphu is the only city with such a bench. It also notes with concern:

(a) Women's and girls' limited access to the internet, especially in rural and remote areas where connectivity is deficient, the prevalence of a significant digital gender gap,

and the lack of accessibility of the eLitigation platform, which hampers access to it by women, particularly for rural women and women with disabilities;

**13. The Committee, recalling general recommendation No. 33 (2015) on access to justice, recommends that the State party increase the number of Family and Child Benches, and that it:**

**(a) Strengthen internet connectivity and address the digital gender gap, and ensure that the e-litigation platform is accessible for all women, including rural women and women with disabilities, while not replacing in-person legal assistance;**

**(b) Enhance awareness among women and girls, in particular rural women and women and girls with disabilities, of their rights under the Convention and the remedies available to them to claim those rights;**

**(c) Further strengthen legal aid provision and ensure its accessibility to women and girls with disabilities, including by considering the establishment of a national bureau on legal aid provision and by providing adequate support, including financial, to NGOs and law school centres providing such services.**

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

28. The Committee welcomes the conduct of awareness-raising programmes on gender-based violence against women, the integration of a special procedure for victims with disabilities in the national Standard Operating Procedures to Prevent and Respond to Gender-Based Violence; the Gender and Child Protection Emergency Preparedness and Response Plan and related capacity-building for front-line workers and case managers, and the increase of Women and Child Protection Desks within the police. However, it notes with concern that:

(a) Marital rape is starkly underreported and classified as a petty misdemeanor, carrying a maximum sentence of one year imprisonment, whereas rape outside of marriage is criminalized as a felony of third degree, which carries a higher prison sentence;

(b) Compensation must be paid to the husband following the rape of a married woman, treating the woman as the property of her husband based on patriarchal notions of so-called "honour";

(c) The introduction of evidence relating to the sexual history of a rape victim during trial continues to be permissible;

(d) Existing cases of so-called "night hunting", a vanishing but still continuing, albeit infrequent tradition of "courting" women whereby men (locals or in some cases by civil servants and others visiting the rural villages for official and personal purposes) enter their house at night, often resulting in sexual harassment and assault, is prevalent in rural and remote areas;

(e) Section 22 of the Domestic Violence Protection Act of 2013 allows for mediation in domestic violence cases classified as misdemeanours;

(f) Despite the criminalization of statutory rape, the Penal Code maintains a reference to "consensual sexual act with a child";

(g) Corporal punishment remains legal under the Penal Code;

(h) There are only two shelters in operation for victims of gender-based violence in the State party, run by civil society;

(i) According to a 2017 nationwide study of violence against women and girls, 53 percent of women and girls agreed that a man is justified in hitting his partner under certain circumstances, and that 29 percent of women and girls who experienced sexual and/or physical violence believed that men are superior to women.

**29. The Committee, recalling General Recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, recommends that the State party without further delay:**

**(g) Allocate sufficient resources to ensure that adequate shelters are accessible for women and girls who are victims of gender-based violence, including women with disabilities, throughout the State party, and adopt legislation providing for effective protection orders, including expulsion orders, against violent partners, allowing victims to stay safely in their home;**

### **Participation in political and public life**

34. The Committee welcomes the increase of women's representation in the civil service from 36 percent in 2016 to 44 percent in 2022 in professional and management positions, and from 10 percent in 2016 to 23 percent in 2023 in executive and specialist positions; the increase of women's representation in local government from 11.4 percent in 2016 to 12.6 percent in 2022 and the three-fold increase in the representation of female *gup*. The Committee notes with concern, however, that these numbers are still low and:

(a) The decrease of women's representation in the National Assembly from 17.8 percent in 2018 to 15.2 percent in 2022 and only one out of the 20 newly elected members of the National Council is a woman;

(b) The prevailing attitude among voters to vest less trust in women candidates, owing to a common perception of men being more competent leaders;

(c) The absence of any temporary special measures to overcome the structural barriers faced by women in political and public life;

(d) The costly voting procedure owing to the requirement for voters to travel to their hometown, particularly affecting women who are disproportionately affected by poverty.

**35. The Committee recommends that the State party comprehensively address all barriers to women's equal and inclusive representation in political and public life, including by promoting equal sharing of care and domestic responsibilities between women and men, and by conducting awareness-raising on the equal capacity of women in all their diversity to take leadership roles, on their human right to equal representation in decision-making systems and on women's equal representation as a requirement for achieving political stability and sustainable development in the State party. The Committee also recommends that the State party:**

**(b) Establish a processes to ensure that women are represented in all their diversity, including rural women, older women, women from ethnic, and religious minorities, , and women with disabilities;**



## Health

46. The Committee welcomes the strengthening of sexual and reproductive health and rights services, notably the abolishment of the requirement for women to submit details of their partner when receiving contraceptives, as well as the establishment of a specialized mother and child hospital. It notes with concern, however, that:

(b) Women and girls with intellectual and psychosocial disabilities are at risk of involuntary abortion;

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

**(b) Ensure that women and girls with disabilities are not subjected to any treatment or medical procedures without their free, prior and informed consent and that those performing involuntary or unnecessary procedures on women and girls with disabilities are held accountable;**

## FRANCE- CEDAW/C/FRA/CO/9

### Stereotypes

19. The Committee notes the “Toutes et tous égaux” Plan launched on 8 March 2023, which includes measures to combat gender stereotypes. The Committee notes the adoption of the Charter of voluntary commitments for the fight against sexual, sexist and sexual stereotypes in advertising, at the initiative of the Regulatory Authority for Audiovisual and Digital Communication (ARCOM). The Committee further notes the strengthening of the French Broadcasting Authority’s powers to combat sexism and stereotypes in audiovisual media, through the charter of commitments for the prevention of exposure of minors to online pornographic content, signed by the State party, Internet service providers and operators, aiming at promoting a culture free from gender-based violence against women by limiting minors’ access to pornography as well as the extension of the mechanism for reporting illegal content to include acts of gender-based hate speech. However, the Committee notes with concern:

(a) The persistent discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and in society in the State party, including with regard to women and girls with disabilities, women belonging to racial, ethnic and religious minorities, women victims of sexual assault, and women victims of revenge porn;

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

**(a) Strengthen its strategy aimed at eliminating discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and in society, with a particular focus on disadvantaged groups of women, and equip it with a dedicated budget and time-bound targets and objectives;**

**(b) Ensure that the recommendations of the High Council for Gender Equality are made mandatory and implement the recommendations it has issued.**

### Employment

35. The Committee notes Law No. 2018-771 on the freedom to choose one’s professional future and the related Gender Equality Index, and the publication of their ratings by 72 per cent of enterprises in 2023; the strong involvement of labour

inspection services in the Gender Equality Index, and the 695 formal notices and 49 penalty decisions notified to companies for failure to publish results or failure to define adequate and relevant corrective measures since 2019. It also notes the increase of paternity leave from 14 to 28 days, including 7 compulsory days to be taken upon birth of the child, which took effect on 1 July 2021. The Committee nevertheless notes with concern:

(f)The high unemployment rates among disadvantaged groups of women, including undocumented migrant women, women belonging to ethnic or religious minorities, women with disabilities and older women.

**36.Drawing 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, the Committee recommends that the State party:**

**(g)Take measures to combat the structural barriers faced by women belonging to disadvantaged groups, such as migrant women, women belonging to ethnic or religious minorities, women with disabilities and older women, and ensure that they have access to formal employment, enjoy decent conditions of work and receive equal pay for work of equal value;**

## **Health**

37.The Committee notes with appreciation the initiative of the State party to make abortion a constitutional right and the adoption of Law No. 2022-295 of 2 March 2022, which extends the legal period for abortion from 12 to 14 weeks. It notes the information that contraception is available free of charge for all women under 26 years of age since January 2022, and that emergency contraception is available free of charge and without a prescription for all women since January 2023. However, the Committee notes with concern:

(e)That women with disabilities have limited access to sexual and reproductive health services, particularly gynaecological services;

**38.In line with its general recommendation No. 24 (1999) on women and health, the Committee recommends that the State party:**

**(e)Ensure that women with disabilities have adequate access to health services, including sexual and reproductive health services, and train healthcare personnel on the specific needs of women and girls with disabilities;**

## **Climate change and disaster risk reduction**

43.The Committee commends the State party for its progressive policies and measures to mitigate the impact of climate change, including the National Climate Adaptation Plan, and the advancement of women as an indispensable factor for peace and social, economic and environmental progress, as reflected in the Preamble of the Paris Agreement. However, the Committee notes with concern that additional efforts are required to address the disproportionate impact of climate change on women and

ensure parity in decision-making on climate change, disaster response and disaster risk reduction.

**44. In line with its general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change, the Committee recommends that the State party ensure that women are equally represented and participate meaningfully in the development of legislation, policies and programmes on climate change, disaster response and disaster risk reduction. It also recommends that the State party integrate a gender perspective into such plans and policies, including its foreign policies and ensure that women, in particular rural women, women with disabilities, refugees and migrants are consulted in their development and implementation. It further recommends that the State party take measures to increase access to resources, livelihoods and water supply that withstands climate change to all women, including those in all French overseas territories.**

#### **Disadvantaged groups of women**

45. The Committee welcomes the adoption of a national strategy for the reception and integration of refugees, the third pillar of which provides for assistance to vulnerable refugee women. It also notes the training provided to law enforcement officers on the early identification of gender-based vulnerabilities in asylum procedures; the availability of specialized housing for vulnerable asylum-seeking and refugee women; the publication of a guide on asylum for unaccompanied minors, as well as information on female genital mutilation as a ground for seeking asylum. It further notes the Vulnerabilities Plan published by the Ministry of the Interior in 2021, which strengthens assistance to asylum seekers and refugees; and the establishment of initial assessments carried out by agents of the First Reception Structure for Asylum Seekers (SPADA), responsible for reporting persons identified as vulnerable to the French Office of Immigration and Integration (OFII) and the French Office for the Protection of Refugees and Stateless Persons (OFPRA). However, the Committee remains concerned about the lack of measures to facilitate the integration into society of asylum-seeking and refugee women in the State party. It is also concerned about the risk of poverty among older women and the way in which quality care is ensured for them, given the country's high life expectancy and the fact that, on average, women live six years longer than men, and that the constitution's "republican universalism" bans the collection of ethnic and religious statistics.

**46. The Committee recommends that the State party strengthen and implement programmes for the integration and social inclusion of refugee and asylum-seeking women, and for their economic empowerment. The Committee also recommends that the State party develop and strengthen programmes to allow elder women to age in their homes and community while provided with needed care; that the Labour Code apply to women with disabilities and migrant women in the workplace; and a strategic data collection that includes ethnic minorities as a way to address the underrepresented women in public life.**

## **GUATAMELA - CEDAW/C/GTM/CO/10**

### **Visibility of the Convention, the Optional Protocol thereto and the Committee's general recommendations**

10. The Committee notes the 43 court decisions referring to the Convention issued between 2017 and 2022 as well as other dissemination efforts and capacity-building activities on the Convention by the State party. However, it notes with concern women's limited awareness of their human rights and the remedies available to claim them, in particular among rural women, women living in poverty, women with disabilities, indigenous women, Garifuna women, women of African descent, and lesbian, bisexual, transgender and intersex women.

**11. The Committee recommends that the State party intensify its efforts to widely disseminate and raise awareness of the Convention, the Optional Protocol thereto and the Committee's general recommendations in languages used in the State party, including indigenous languages, in particular among rural women, women living in poverty, women with disabilities, indigenous women, Garifuna women, women of African descent, and lesbian, bisexual, transgender and intersex women, and to educate women on their rights under the Convention and the legal remedies available to claim those rights.**

### **Definition of equality and non-discrimination**

12. The Committee notes the decision of the Constitutional Court in Case No. 559-2020 upholding women's right to non-discrimination in the workplace and in family relations. It remains concerned, however, about the absence of a comprehensive definition of discrimination against women in its legislation, in line with articles 1 and 2 of the Convention, as well as of comprehensive anti-discrimination legislation and adequate sanctions. It also notes with concern the limited implementation of existing laws and policies to address intersecting forms of discrimination against women, in particular rural women, women living in poverty, women with disabilities indigenous women, Garifuna women, women of African descent, migrant women and lesbian, bisexual, transgender and intersex women.

**13. The Committee reiterates its previous recommendations (CEDAW/C/GUA/CO/7, para. 12 and CEDAW/C/GTM/CO/8-9, para. 11) and urges the State party to adopt a comprehensive definition of discrimination against women covering direct and indirect discrimination in the public and private spheres, as well as intersecting forms of discrimination, in line with articles 1 and 2 of the Convention, the Committee's general recommendation No. 28 (2010) on the core obligations of State parties under article 2 of the Convention, and target 5.1 of the Sustainable Development Goals on ending all forms of discrimination against all women and girls everywhere.**

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

14. The Committee notes the efforts of the State party to facilitate women's access to justice through targeted policies. However, the Committee notes with concern:

(b) Barriers to access to justice faced by indigenous women, Garifuna women, women of African descent, economically disadvantaged women and women with disabilities,

such as legal illiteracy, judicial bias and limited access to information on available remedies to complain about intersecting forms of discrimination;

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

**(b) Strengthen access to justice for indigenous women, Garifuna women, women of African descent, economically disadvantaged women and women with disabilities, including by addressing linguistic barriers, ensuring that courts are accessible, and disseminating information about the legal remedies available to claim their rights;**

### **Stereotypes**

22. The Committee acknowledges the measures taken by the State party to implement the national communication policy, which requires that all information campaigns, including audio-visual materials, are reviewed before being disseminated to ensure they contain no discriminatory gender stereotypes. However, the Committee notes with concern the persistence of discriminatory gender stereotypes about the roles and responsibilities of women and men in the family and in society, which exacerbate the high levels of violence against women and girls in the State party, including femicide, sexual and domestic violence and sexual harassment.

**23. The Committee reiterates its previous concluding observations (CEDAW/C/GTM/CO/8-9, para. 19) and recommends that the State party:**

**(c) Ensure that measures to address gender stereotypes are implemented with a particular focus on indigenous women Garifuna and Afro-descendant women, women with disabilities, migrant women, and lesbian, bisexual, transgender and intersex women;**

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

24. The Committee notes the establishment of special courts for femicide and other forms of violence against women in 17 departments of the State party as well as of a mechanism for the immediate search for missing women (the Isabel-Claudina alert system). It is, however, deeply concerned about the prevalence of gender-based violence against women and girls in the State party. In particular, it notes with concern:

**(d) The limited geographic coverage of the remote services for filing complaints about gender-based violence against women, which are not accessible in many languages used in the State party, and the costs involved, preventing many victims from bringing complaints, especially rural women, indigenous women, Afro-descendant and Garifuna women, women living in poverty and women with disabilities;**

**25. Recalling its general recommendation No. 35 (2017) on gender-based violence against women, updating general recommendation No. 19, joint general recommendation No. 31 of the Committee on the Elimination of Discrimination against Women/general comment No. 18 of the Committee on the Rights of the Child (2019) on harmful practices, and target 5.2 of the Sustainable Development Goals, to eliminate all forms of violence against all women and girls in the public and private spheres, the Committee urges the State party to:**

- (a) Strengthen measures to prevent, prosecute and punish cases of gender-based violence against women, including by issuing and effectively enforcing protection orders and impose adequate deterrent penalties for non-compliance with such orders;**
- (b) Allocate adequate human, technical and financial resources to the Public Prosecutor's Office to adequately implement the Comprehensive Care Model for Women Victims of Violence (MAIMI) and for the protection of victims;**
- (c) Accelerate the transfer of the corresponding funds for the Comprehensive Support Centres for Women Survivors of Violence (CAIMUS), adopt a dedicated budget line to ensure sustainable funding, and increase the number of adequately funded CAIMUS providing comprehensive victim support services across the State party;**
- (d) Increase the geographic and linguistic coverage and reduce the costs for victims of the remote services for filing complaints about gender-based violence against women, prioritizing areas of high incidence;**
- (e) Ensure that women victims of sexual violence have immediate and free access to medical treatment, including post-exposure prophylaxis (PEP) to prevent HIV and other sexually transmitted infections (STIs);**
- (f) Prevent, investigate, prosecute, and adequately punish perpetrators of hate crimes against lesbian, bisexual, transgender and intersex women and develop a system for the collection and analysis of data on violence against LBT women.**

### **Education**

34. The Committee remains concerned about the low educational attainment of girls whose schooling is equivalent to 5.3 years, on average, and the high illiteracy rate (48%) among indigenous women. It also notes with concern:

- (b) Persistent discrimination faced by women and girls with disabilities in educational institutions;**

35. **Recalling 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:**

- (b) Ensure that all women and girls with disabilities have access to quality inclusive education and adopt a national anti-bullying policy to provide safe and inclusive educational environments to women and girls, including women and girls with disabilities, free from discrimination, harassment and violence;**

### **Employment**

36. The Committee notes the efforts of the State party to address sexual harassment and abuse in the workplace. However, it notes with concern:

- (b) The limited employment opportunities for rural women, women with disabilities, indigenous women, Garifuna women, women of African descent and migrant women, as well as lesbian, bisexual, transgender and intersex women in the State party;**

**37. The Committee recommends that the State party promote women's access to formal employment, including for rural women, women with disabilities, indigenous, Garifuna and women of African descent, migrant women, and lesbian, bisexual, transgender and intersex women and ratify, without delay Conventions No. 189 (2011) on Decent Work for Domestic Workers, No. 190 (2019) on Violence and Harassment and No. 183 (2000) on Maternity Protection of the International Labour Organization.**

#### **Women with disabilities**

50. The Committee notes with concern that women and girls with disabilities, especially indigenous women, face intersecting forms of discrimination and violations of their rights in the State party, such as not being able to marry or have children, separation from their children and forced sterilization. It also notes with concern that women with disabilities have limited access to physical infrastructures, information and communication technologies, justice, education, employment and health.

**51. The Committee recommends that the State party prohibits the forced sterilization and separation from their children and strengthen the legal protection of women with disabilities, ensure that they have access to physical infrastructures, information and communication technologies, justice, education, employment and health, including by implementing the Law on Persons with Disabilities, approving draft law No. 5529 on the Promotion of Work, Employment and Entrepreneurship for Persons with Disabilities, and enforce Decree 3-2020, which recognizes and approves the sign language of Guatemala.**

#### **Data collection and analysis**

56. **The Committee recommends that the State party enhance the collection, analysis and dissemination of comprehensive data, disaggregated by sex, age, disability, geographical location and other relevant factors, and use measurable indicators to assess trends in the situation of women and progress towards the realization by women of substantive equality in all areas covered by the Convention and the gender-related targets of the Sustainable Development Goals.**

#### **JAMAICA - CEDAW/C/JAM/CO/8**

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

8. The Committee is concerned that the Convention and the Committee's general recommendations are not fully incorporated into domestic law and are still insufficiently known within the judiciary and among legal professionals, and that women, in particular rural women, migrant women, LGBTI women, women with disabilities and women heads of household, are often not aware of their rights under the Convention and the remedies available to claim them.

**9. The Committee recommends that the State party widely disseminate information about the Convention and the Committee's general recommendations and provide mandatory and continuous capacity-building for judges, law enforcement officers and lawyers to ensure that the Convention and the Committee's general**

recommendations are sufficiently known, used, or cited by legal professionals and can be invoked in court proceedings. It also recommends that the State party raise awareness among women of their rights under the Convention and the legal remedies available to them to claim violations of those rights.

#### **Definition of equality and non-discrimination**

10. The Committee reiterates its concern about the absence of a legal definition of discrimination against women in the Constitution or other legislation, in accordance with article 1 of the Convention, and that the existing definition of discrimination does not cover direct and indirect discrimination in the public and private spheres, in accordance with articles 1 and 2 of the Convention, as well as discrimination based on marital status, disability and sexual orientation or gender identity.

**11. The Committee recommends that the State party adopt, within a clear time frame, a comprehensive definition of discrimination that prohibits discrimination against women and covers direct and indirect discrimination in the public and private spheres, as well as intersecting forms of discrimination, in line with articles 1 and 2 of the Convention, the Committee's general recommendation No. 28 (2010) on the core obligations of State parties under article 2 of the Convention, and target 5.1 of the Sustainable Development Goals on ending all forms of discrimination against all women and girls everywhere, and ensure that robust monitoring mechanisms are established to ensure implementation of all related legislation.**

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

12. The Committee notes that the Office of the Public Defender has certain investigative powers relating to constitutional rights. It also notes that the Complaints and Response Protocol procedure is now operational. The Committee further notes that a number of mobile legal aid clinics have been deployed to strengthen access to justice, including by women, in rural and underserved areas. However, the Committee notes with concern:

(a) The lack of information on systematic capacity building on women's rights and gender equality for the judiciary, law enforcement officials and government departments and on the integration of a gender perspective in the administration of justice;

(b) The lack of trust in the justice system on the part of many women and their limited awareness of their rights and possible remedies for violations;

(c) That the State party has not yet ratified the Optional Protocol to the Convention.

**13. The Committee urges the State party to:**

**(b) Raise awareness among women, including disadvantaged groups of women, such as rural women, migrant women, asylum-seeking and refugee women, LGBTI women, women with disabilities and women heads of household, of their rights and the legal remedies available to them;**

#### **Temporary special measures**

18. The Committee takes note of the State party's intention to adopt temporary special measures to address the reported underrepresentation of women in political and



public life (paras. 40 and 41). It also notes that the Joint Select Committee was established in 2014 to identify specific, practical measures to address systematic gender inequalities which might result in women's under-representation in Parliament and local authorities. The Committee notes with concern, however, the lack of quota systems to achieve substantive equality of women and men in political and public life, education, employment, and economic empowerment.

**19. Recalling article 4 (1) of the Convention and its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party implement temporary special measures, such as quota systems, aimed at accelerating substantive equality of women and men in all areas of the Convention in which women, including LGBTI women, rural women, women with disabilities and women heads of household, are underrepresented or disadvantaged, such as political and public life, education, employment and economic empowerment, together with a system to monitor their implementation and the progress achieved.**

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

26. The Committee notes that the National Policy for Gender Equality (2011) identified a desired target of 30% of women in decision-making positions and that the percentage of women in Parliament reached 28.5 percent in September 2020. It further notes that the "Way Out" project, aimed at strengthening women's political participation by raising gender awareness, will soon enter its second phase (2024 to 2027). The Committee regrets, however, the lack of a quota system and further notes that, despite improvements, women remain underrepresented in political and public life. The Committee also notes with concern that disadvantaged groups of women, such as women with disabilities, LGBTI women, rural women and women heads of household, are disproportionately underrepresented in political life.

**27. Recalling article 7 of the Convention and its general recommendation No. 23 (1997) on women in political and public life, the Committee recommends that the State party:**

**(c) Promote political participation of women in all their diversity at all levels, including young women, rural women, migrant women, LGBTI women, women with disabilities and women heads of household.**

### **Education**

28. The Committee welcomes the fact that the State party has achieved gender parity in education enrolment. It also welcomes the approval in 2013 of a national policy for the reintegration of school-age mothers into the formal school system (para. 80) and the revision of the Health and Family Life Education (HFLE) curriculum. However, it notes with concern:

(a) That the incidence of teenage pregnancy is still high and that only 46 per cent of adolescent mothers in the Women's Centre of Jamaica Foundation programme were reintegrated into the formal school system, while the remaining 54 per cent attend other non-formal educational institutions;

(b) Continuing high levels of violence in schools;

- (c) The high costs and auxiliary fees for secondary schooling, which constitute a barrier for girls and boys from lower income families to access education;
- (d) Reported teacher bias and discomfort with regard to aspects of the Health and Family Life Education (HFLE) curriculum, especially sexual and reproductive health, family planning and HIV/STI prevention, and that the curriculum does not adequately address issues pertaining to LGBTI women;
- (e) Women's and girls' low participation in science, technology, engineering and mathematics as well as ICT education;
- (f) The low number of boys enrolled in the formal education system compared to girls, and the potential impact of this situation on the value accorded to girls' education and employment prospects.

**29. Recalling 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:**

- (b) Further strengthen efforts to effective implementation of the Safe School Policy, with particular attention paid to protection of groups of girls facing vulnerabilities such as women and girls with disabilities and LGBTI women and girls, investigate and prosecute cases of bullying, including cyber-bullying, sexual harassment and violence in schools, and ensure that perpetrators are adequately punished and victims are provided with rehabilitation and redress.**

## **Employment**

30. The Committee welcomes the recent increase in maternity leave and the provision of paternity leave to employees in the public sector. The Committee notes with appreciation the establishment in 2023 of the Sexual Harassment Tribunal to receive complaints under the Sexual Harassment (Protection and Prevention) Act (2021), and the establishment of a Sexual Harassment Investigation Unit within the Bureau of Gender Affairs. It also notes with appreciation that the Employment Agencies Regulation is being reviewed to facilitate further compliance with the ILO Domestic Workers Convention. However, the Committee notes with concern:

- (a) The disproportionately high unemployment rate and lower participation in the labour force, primarily due to their disproportionate burden of unpaid care work, their concentration in low-paid jobs, and their lower representation as employers, land and business owners, at top executive and Board management level, and in careers in Science, Technology, Engineering and Mathematics (STEM);
- (b) That the Equal Pay for Men and Women Act (1975) neither implements the principle of equal remuneration for work of equal value nor explicitly prohibits gender-based discrimination in recruitment and career development, vocational training, and in relation to job security;
- (c) The lack of sufficient childcare and elderly care facilities to enable women's equal participation in the labour force.

**31. 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:

- (a) Research and establish the root causes of unemployment among women, in particular their unequal burden of unpaid care work, and eliminate horizontal and vertical occupational segregation;
- (b) Finalise the review of the Equal Pay for Men and Women Act (1975) and amend it to include the principle of equal remuneration of women and men for work of equal value, and to explicitly prohibit gender-based discrimination in recruitment, career development, vocational training, and in relation to job security;
- (c) Expedite the establishment of sufficient number of affordable, and adequately staffed childcare and elderly care facilities throughout its territory;
- (d) Ratify the Violence and Harassment Convention, 2019 (No. 190), of ILO.

#### **Climate change and disaster risk reduction**

40. The Committee welcomes the State party's commitment to a gendered approach to climate change, including the adoption of the Gender and Climate Change Strategy and Action Plan in 2022 and the creation of a network of climate change focal points. However, it notes with concern that women are disproportionately impacted by climate change with regard to natural disasters and the loss of livelihoods, particularly in agricultural production and the blue economy, food insecurity, water scarcity, lack of access to sexual and reproductive health services and the increased risk of gender-based violence and exploitation due to climate-induced migration from rural to urban areas.

41. Recalling its general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change, the Committee recommends that the State party:

- (a) Address the needs of women, including women with disabilities, rural women, older women and indigenous women, in the context of climate change and disaster risk reduction, focusing on access to sexual and reproductive health services and prevention of and protection from gender-based violence and loss of livelihoods;

#### **MALAWI- CEDAW/C/MWI/CO/8**

##### **Access to justice and legal aid**

11. The Committee takes note of the measures taken by the State party to strengthen its judiciary, including the creation of specialized High Court divisions, regional offices and mobile courts, the increase in the number of judges, and the establishment of a committee to address outstanding court judgements. It also notes the measures taken to promote women's access to justice, in particular the provision of free legal services through the Legal Aid Bureau, the implementation of the Pro Bono scheme in 2019 and the launch of the Nationwide Pro Bono Legal Services Scheme in 2023, in partnership with the Malawi Law Society, to ensure access to private lawyers' services at no cost for disadvantaged women, including rural women and women in remote areas and women with disabilities. However, the

Committee notes with concern remaining barriers to women's access to justice, in particular:

- (a) Women's limited awareness of their rights under the Convention and the remedies available to claim them, in among rural women, and high legal fees;
- (b) The limited knowledge and capacity of the judiciary and law enforcement officials to apply the Convention directly in legal proceedings or to interpret national legislation in conformity with the Convention;
- (c) The lack of an assessment of the effectiveness of the measures taken to increase the accessibility of courts, especially the creation of mobile courts;
- (d) The absence of legislation to regulate the relationship between the formal and customary justice systems and to ensure that customary courts are gender-sensitive free from any gender bias.

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

- (a) Enhance women's awareness of their rights under the Convention and the remedies available to them to claim violations of such rights, and ensure that legal fees are affordable or, if the interests of justice so require, waived;**
- (b) Ensure that the Convention and general recommendations are made an integral part of systematic capacity-building for all judges with a view to enabling them to directly apply the provisions of the Convention and interpret national legal provisions in the light of the Convention, and provide regular training for prosecutors, lawyers, police officers and other law enforcement officials, as well as government officials on women's rights and gender-sensitive investigation and interrogation methods;**
- (c) Assess the effectiveness of the measures taken to increase the accessibility of courts and access to legal representation;**
- (d) Adopt legislation to regulate the relationship between formal and customary justice systems and ensure that customary laws and court proceedings are in conformity with the Convention, including by providing capacity-building for customary judicial authorities, as recommended in previous recommendation (CEDAW/C/MWI/CO/7, para. 13(b)).**

**Education**

31. The Committee welcomes the various policies and initiatives of the State party to ensure equal access to education, including the National Education Policy of 2016, the 40:60 Recruitment Quota in Public Universities, the National Girls Education Strategy (2014-2018), National Education Sector Plan (2008-2017), the Education Sector Implementation Plan (2014-2018), National Girls Education Communication Strategy (2014-2017), and the Readmission Policy for Primary and Secondary Schools (2018). It notes the progress made in the implementation of distance learning programmes, the reduction of the gender gap in access to secondary education, and the introduction of a comprehensive sexuality education for young persons through various programmes and projects. However, the Committee notes with concern:

- (d) The limited access to education for girls with disabilities in the State party, including inaccessible education infrastructures, lack of trained teachers,

inadequate teaching and learning materials, and insufficient assistive and mobile devices;

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

**(d) Allocate adequate human, technical and financial resources for the education of girls with disabilities, including by increasing the number of schools offering inclusive education throughout the State party, and take measures to ensure accessibility and reasonable accommodation for girls with disabilities in schools;**

### **Employment**

33. The Committee welcomes the amendment to the Employment Act in 2000 to ensure the right to maternity leave to women working in the formal economy, as well as flexible or shorter working hours for pregnant women and breastfeeding women without reduction in pay and benefits. It also notes the adoption of the National Job Creation Strategy in 2022, which prioritizes women and persons with disabilities and envisages financial schemes and capacity building programmes to redress inequalities in the labour market. The Committee further notes that the Public Service Workplace Anti-Sexual Harassment Policy and Guidelines are currently pending approval. However, the Committee notes with concern:

(a) The high unemployment rate among women, especially women with disabilities, and women's limited access to the formal labour market;

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

**(a) Adopt targeted measures to increase women's access to formal employment, including temporary special measures for women with disabilities, and extend social protection to women in the informal sector;**

### **Health**

35. The Committee welcomes the decrease in the maternal mortality rate in the State party and the fact that 95% of women aged 15-49 receive antenatal care from a skilled provider and more than 9 in 10 births occur in a health facility. It also welcomes the adoption and implementation of the National Sexual and Reproductive Health and Rights Policy (2017-2022) and the amendment of the HIV and AIDS (Prevention and Management) Act in 2018 (Act No. 9 of 2018), which comprehensively addresses HIV/AIDS prevention, treatment, care, support and management, and prohibits discrimination against persons with HIV. However, the Committee remains concerned about:

(a) The persistence of a high maternal and infant mortality rates in the State party;

(b) The criminalization of abortion in all cases, punishable by up to fourteen years of imprisonment, except when the life of the pregnant woman or girl is in danger, and the lack of clarity surrounding the law on abortion and the restrictive understanding of the criteria to determine that a life is in danger, despite the 2021 High Court ruling in 2021 which encompasses risks to the physical and mental health;

(c)The increase in the number of early pregnancies, the high prevalence of HIV among adolescent girls, and the lack of age-appropriate education on sexual and reproductive health and rights, including family planning;

(d)The failure of the National Sexual and Reproductive Health and Rights Policy to reflect intersectionality.

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

**(c)Integrate comprehensive age-appropriate education on sexual and reproductive health and rights for girls and boys in curricula at all levels of education, focused on the prevention of early pregnancy, HIV and other sexually transmitted infections and ensure that women and girls, including rural women and girls, unmarried women and women and girls with disabilities, have adequate access to sexual and reproductive health services;**

### **Economic empowerment and participation of women in sports**

37.The Committee notes the adoption of the Malawi Growth and Development Strategy III and the Malawi Vision 2063, and the implementation of the Social Cash Transfer Programme and initiatives such as village saving groups. However, the Committee notes with concern:

(b)The lack of participation of women, including women with disabilities and migrant women, in the formulation and implementation of economic empowerment strategies;

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

**(b)Ensure the meaningful participation of women, including women with disabilities and migrant women, in the formulation and implementation of economic empowerment strategies;**

### **Women with albinism**

43.The Committee welcomes the measures taken by the State party to address discrimination against women with albinism, in particular the adoption of the National Action Plan on Persons with Albinism (2018- 2022), the development of the handbook for investigators, prosecutors and magistrates regarding offences against persons with albinism (2016), and the enactment of the Anatomy (Amendment) Act (2016), which broadened the scope of the Penal Code with respect to acts of violence against persons with albinism and increased the penalties. However, the Committee remains deeply concerned at:

(a)The persistence of gender-based violence against women with albinism;

(b)The insufficient capacity of the police to investigate such cases;

(c)The delay in reviewing, revising and renewing the National Action Plan on Persons with Albinism;

(d)The lack of financial, technical and human resources for the implementation of the National Plan and the poor coordination among implementing institutions and partners.

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

**(a)Enhance measures to prevent and protect women and girls with albinism from all forms of gender-based violence and discrimination, including by conducting**

awareness-raising campaigns to combat superstitious practices and beliefs, as recommended in the Committee's previous recommendation (CEDAW/C/MWI/CO/7, para. 45);

(b) Promote systematic capacity building for the judiciary and the police on the investigation and prosecution of cases of gender-based violence and discrimination against women and girls with albinism;

(c) Expedite the revision and renewal of the National Action Plan on Persons with Albinism;

(d) Allocate adequate human, technical and financial resources to the implementation of the National Plan on Persons with Albinism and establish a national committee to coordinate and ensure the involvement of women with albinism in the implementation of the National Plan.

#### **NICARAGUA - CEDAW/C/NIC/PCO/CO/7-10**

##### **Constitutional and legislative framework**

15. The Committee notes that the Equal Rights and Opportunities Law (No. 648) of 2018 recognises equality of women and men and provides a framework to promote equality and non-discrimination in political, economic, social and cultural life. However, the Committee notes with concern:

(a) That recent amendments to the Political Constitution overemphasize religious Christian values in relation to the family and weaken women's protection from exploitation, discrimination and exclusion;

(b) The lack of information about the application of the Convention in court proceedings and discriminatory provisions in the Family Code, such as article 245 of the Family Code establishing that a mother should participate with the paternal power and must be heard regarding the interests of her children;

(c) That the State party retains the notion of "equity" in its legislation (See CEDAW/C/NIC/7-10, para. 25) and the absence of legislation recognising indirect discrimination on the basis of sex and gender as well as intersecting forms of discrimination.

**16. 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 and recalling its previous concluding observations (CEDAW/C/NIC/CO/6, paras. 8 and 16), the Committee recommends that State party:**

(c) Amend legislation to repeal the concept of "equity" and replace it with the principle of substantive equality of women and men and recognize indirect discrimination on the basis of sex and gender as well as intersecting forms of discrimination against disadvantaged groups of women, including LGBTI women, on the grounds of age, sex, gender, race, disability, migrant and refugee status.

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

17. The Committee notes the establishment of 61 Special Police Units for women and of Family Bureaus (*Consejerías de Familia*) within the Executive branch. However, it notes with concern:

(c) The lack of information about women's access to criminal courts in cases of gender-based violence and to family courts and about the accessibility of the justice system for women with disabilities;

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

**(b) Raise awareness among women about their rights under the Convention and the remedies available to claim them, targeting in particular women belonging to disadvantaged groups, including indigenous and Afro-descendant Women, women with disabilities, women without sufficient means, refugee, asylum-seeking and migrant women, and lesbian, bisexual, transgender and intersex women;**

**(c) Ensure that women have effective access to specialized courts in cases of gender-based violence and family courts, provide modern information technologies to ensure and expand access to justice and develop accessible physical environments, information and proceedings for women and girls with disabilities;**

### **National machinery for the advancement of women**

19. The Committee notes that the State party has a Ministry of Women's Affairs as well as gender units in government departments. However, it notes with concern:

(a) The insufficient budgetary allocations for the national machinery for the advancement of women to fulfil its mandate;

(b) The lack of information on coordination between the Ministry of Women's Affairs and the Ministry of Family, Youth and Children's Affairs in relation to gender equality issues;

(c) The lack of information on the adoption of a national gender equality policy and the limited measures taken by the National Council for Equality to promote gender equality and non-discrimination;

(d) The lack of measures to ensure that women living in the autonomous Caribbean regions benefit from public programmes to promote gender equality and non-discrimination;

(e) The lack of consultation of the national machinery for the advancement of women with civil society organizations, in particular women's organizations.

**20. Recalling the guidance provided in the Beijing Declaration and Platform for Action, in particular regarding the conditions necessary for the effective functioning of national machineries, the Committee recommends that the State party:**

**(e) Ensure regular consultations of the national machinery for the advancement of women with women's organizations of plural backgrounds, including organizations representing women with disabilities and indigenous and Afro-descendant women.**

### **Temporary special measures**

23. The Committee notes with concern the limited awareness among the general public and Members of the National Assembly as well as public officials in the State party



about the purpose and non-discriminatory nature of temporary special measures. It also notes with concern the lack of information on specific legislation providing for temporary special measures, in accordance with article 4 (1) of the Convention, to achieve substantive equality of women and men.

**24. Recalling its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party raise awareness about the purpose and non-discriminatory nature of temporary special measures and adopt and enforce legislation on temporary special measures, such as in decision-making systems at all levels, education, and employment, to accelerate substantive equality of women and men in all areas where women are underrepresented or disadvantaged, including indigenous and Afro-Descendant women, women with disabilities, older women, migrant, asylum-seeking and refugee women, lesbian, bisexual, transgender and intersex women, women living without sufficient means, and regularly monitor and evaluate the effectiveness of such measures.**

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

27. The Committee acknowledges the amendment of the Criminal Code in 2017, increasing penalties for gender-based violence against women. However, it reiterates its concern about the persistence of gender-based violence against women, including sexual violence, in the State party. It also notes with concern:

(a) The non-renewal of the State party's policy on combating violence against women, children and adolescents and its national action plan in 2012 (CEDAW/C/NIC/7-10, para. 19) and the reported closure of the National Commission to Combat Violence;

(b) The reported increase in the number of femicides during the period 2018 to 2021, with 57 femicides and 220 attempted femicides and that the Criminal Code restrains the definition of femicide to the murder of a woman in the context of a couple's relationship;

(c) Information about impunity for gender-based violence, including rape and other forms of sexual violence, against indigenous women living in the North and South Caribbean coastal regions, women journalists, women in detention, including for political reasons, women human rights defenders, women who lost children or other family members killed during the crackdown on political protests in 2018, and lesbian, bisexual and transgender women;

(d) Reports of gender-based violence, attacks, physical, psychological and sexual violence, disappearances, internal displacement, forced eviction from and illegal occupation of traditional lands faced by indigenous women on the North Caribbean coast;

(e) The lack of information about the number and enforcement of protection orders and victim support services, including shelters, psychosocial counselling and rehabilitation for women survivors of gender-based violence;

(f) The persistence of corporal punishment and its social acceptance as a way to educate children.

**28. Recalling its previous recommendations (CEDAW/C/NIC/CO/6, para. 20) and in line with its general recommendation No. 35 (2017) on gender-based violence**

against women, updating general recommendation No. 19, as well as with target 5.2 of the Sustainable Development Goals 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:

**(f) Issue, enforce and monitor compliance with protection orders, impose penalties in case of non-compliance, provide support services for victims of gender-based violence, including adequately funded shelters, psychosocial counselling and rehabilitation services, including for women and girls with disabilities;**

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

29. The Committee notes with concern:

**(b) The heightened risk of trafficking of women and girls with disabilities for purposes of sexual and labour exploitation, including child exploitation in begging rings, artisanal mines, drug production and transport of illegal drugs;**

**30. Recalling its general recommendation No. 38 (2020) on trafficking in women and girls in the context of global migration and its previous recommendations (art. 22), the Committee urges the State party to:**

**(a) Adopt a national plan of action to address the root causes of trafficking in women and girls;**

**(b) Participate in regional processes, sign bilateral agreements and ensure coordination with destination countries to prevent, exchange information on and ensure international cooperation to prosecute prosecutors of trafficking in women and girls;**

**(c) Strengthen measures to ensure early identification and referral of women and girls victims of trafficking to appropriate services and adopt and provide capacity building to the judiciary, the police, immigration and other law enforcement officers on gender-sensitive procedures for interviewing women and girls victims of trafficking;**

**(d) Criminalize, prosecute and adequately sentence those exploiting women and girls in the sex tourism industry, as well as clients, and discourage the demand that fosters trafficking in women and girls;**

**(e) Investigate the whereabouts of disappeared migrant women and girls, in cooperation with countries of destination of trafficking in women and girls in the context of migration, and ensure that those located have adequate access to protection, reparation, including facilitation of voluntary returns, and victim support;**

**(f) Establish a gender-responsive and safe migration framework to address the needs of women and girls victims of trafficking, prevent forcible returns and provide temporary residence permits and victim support services, including adequate shelters, legal assistance, psychosocial counselling and rehabilitation programmes, to women and girls victims of trafficking, irrespective of their ability or willingness to cooperate with the prosecution authorities.**

### **Education**

35. The Committee notes with concern:

**(c) The digital gap between rural and urban areas in relation to education programmes, particularly affecting women with disabilities and indigenous and Afro-descendant**

women, and the setback in girls' and women's education attainment due to the COVID-19 pandemic;

**36. In the light of its general recommendation No. 36 (2017) on the right of girls and women to education, the Committee recommends that the State party:**

**(c) Strengthen programmes to increase access to digital technology in rural areas that is inclusive of women and girls with disabilities, address the lack of accessibility of school premises and other infrastructures, and ensure that COVID-19 recovery efforts include measures to facilitate girls' and women's reinsertion in education following the COVID-19 pandemic;**

**(f) Establish a comprehensive system to collect data on discrimination against women and girls in education, disaggregated by age, sex, location, nationality, ethnicity, disability, socioeconomic situation, migrant, refugee and asylum-seeking status, and use the information to inform decision-making, policy formulation and periodic reports to the Committee on barriers to girls' and women's access to education. The State party should pay attention to gathering information about the number of female and male students enrolled, and as a proportion of the overall school-age population, at each level of education; retention, dropout, attendance and repetition rates among female and male students, the average years of schooling for female and male students, rates of successful transition between school levels, including for early childhood to primary, primary to secondary and secondary to tertiary or vocational; number of male and female teachers, as an indication of the level of parity among teachers.**

## **Employment**

37. The Committee notes with concern:

(a) Women's disproportionate burden of unpaid care work and their concentration in the informal economy and self-employed work;

(b) The persisting gender pay gap and lack of information on labour inspections;

(c) The requirement for women applicants to produce a negative pregnancy test result to access employment;

(d) Reports of cases of gender-based violence, including psychological violence by employers and sexual harassment, against many women working in the textile industry;

(e) The absence of information on programmes to promote professional reinsertion and employment of women following the COVID-19 pandemic and natural disasters such as economic resuscitation, economic stimulus packages, low-interest loans.

**38. In line with target 8.5 of the Sustainable Development Goals on the achievement of full and productive employment and decent work for all women and men and recalling its previous recommendations (CEDAW/C/NIC/CO/6, para. 24), the Committee recommends that the State party:**

**(f) Adopt targeted measures to promote professional reinsertion and formal employment of women following the COVID-19 pandemic, including as regards indigenous and Afro-Descendant women, women with disabilities, lesbian, bisexual, transgender and intersex women.**

## **Health**

39. The Committee notes with concern:

(a) The lack of sufficient coverage of health services and medicine shortages that impact especially women in the Caribbean autonomous regions and women with disabilities, as well as the prevalence of malaria and dengue fever, and HIV/AIDS in the State party;

**40. By reference to its general recommendation No. 24 (1999) on women and health and its statement on sexual and reproductive health and rights, adopted at its fifty-seventh session in 2014, the Committee recalls that unsafe abortion is a leading cause of maternal morbidity and mortality. It reiterates its previous recommendations (CEDAW/C/NIC/CO/6, para. 18) and recommends that the State party:**

**(a) Increase budgetary allocations to ensure women's access to affordable health care services and medicines, in particular for indigenous women and girls, rural women and women with disabilities;**

## **Economic empowerment**

41. The Committee remains concerned about:

(a) Public policies focus on family welfare and assistance without clear guidelines to empower women to participate in the State party's economic model;

(b) Women's limited access to loans and other forms of financial credit in the State party;

(c) The lack of information about measures taken by the State party to promote women's enterprises and entrepreneurship initiatives;

(d) The lack of information about the coverage of indigenous and Afro-descendant women under the programmes to improve nutrition and productivity in the coastal Caribbean regions.

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

**(b) Ensure that women have equal access to low-interest loans and other forms of financial credit, without collateral, irrespective of race, ethnicity, disability, economic situation, refugee, asylum-seeking or migrant status;**

## **Women and girls with disabilities**

51. The Committee notes with concern:

(a) The lack of information about legislation, policies and programmes to promote inclusion of women and girls with disabilities in the State party, and eliminate physical and other barriers that prevent them from accessing education, employment, health care and social protection, including in places of detention and in rural, Afro-Descendant and Indigenous communities;

(b) Intersecting forms of discrimination against women with psychosocial disabilities, including stigmatization, deprivation of legal capacity, and institutionalization in psychiatric hospitals without their free and informed consent.

**52. Recalling its General recommendation on No. 18 (1991) on disabled women, the Committee recommends that the State party, with the participation of women and girls with disabilities through their representative organizations:**

**(a) Ensure that legislation and policies address the situation of women and girls with disabilities and ensure that they have access to inclusive education, employment, health care and social protection, including in places of detention and rural, Afro-descendant and Indigenous communities;**

**(b) Ensure that women with psychological disabilities are not confined to psychiatric institutions and that no medical interventions are performed on them without their free, prior and informed consent.**

## **PHILIPPINES - CEDAW/C/PHL/CO/9**

### **General context**

9. The Committee notes with appreciation the State party's commitment to mainstream gender equality and women's rights in its legislative, regulatory and policy frameworks, and the Women's Priority Legislative Agenda for the 19th Congress. It is however, concerned about the high levels of violence and insecurity, aggravated by natural disasters and coronavirus disease (COVID-19) pandemic, which have had a negative impact on women's human rights and the rule of law in the State party. The Committee notes with concern the inadequate progress made in addressing the situation of disadvantaged and marginalized groups of women and girls in all areas of their lives and who are also facing historical and intersecting forms of discrimination, namely indigenous and Bangsamoro women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, rural women, internally displaced women, refugee and migrant women and women in detention, women domestic workers, women human rights defenders and journalists.

**10. The Committee urges the State party to uphold its commitment to human rights, the consolidation of rule of law, the access to justice and respect for freedom of expression. It calls upon the State party to strengthen the Convention's legal weight and application across the country for the benefit of all women, particularly indigenous and Bangsamoro women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, rural women, internally displaced women, refugee and migrant women and women and girls in detention, women domestic workers, women human rights defenders and journalists.**

### **Legislative framework**

13. The Committee is concerned at the absence of a comprehensive anti-discrimination legislation to protect disadvantaged and marginalized groups of women facing intersecting forms of discrimination in the State party, in particular indigenous and Bangsamoro women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, rural women, internally displaced women, refugee and migrant women and women in detention, women domestic workers, women human rights defenders and journalists. It is also concerned that several anti-discrimination laws, in particular the Comprehensive Non-Discrimination Bill and the Sexual Orientation and Gender Identity Expression (SOGIE) Equality Bill have been pending for a long time.

14. The Committee recommends that the State party:

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

#### **Access to justice**

15. The Committee notes the State party's efforts to harmonize customary and indigenous judicial systems with the provisions of the Convention. It also notes the issuance by the Supreme Court of the Organic Guidelines on the Use of Gender-Fair Language in the Judiciary and Gender-Fair Courtroom Etiquette. It is, however, concerned at persisting barriers to women's access to justice, including threats to the independence of the judiciary, legal illiteracy among many women and girls, financial constraints, lack of legal representation and the risk of being subjected to sexual violence, especially in rural and remote areas and for women and girls belonging to disadvantaged and marginalized groups.

**16. Recalling its general recommendation No. 33 (2015) on women's access to justice, the Committee recalls the State party's obligation to ensure that women's rights are protected against violations by all components of plural justice systems. It recommends that the State party:**

**(c) Enhance awareness among women and girls, in particular rural women and women and girls with disabilities, of their rights under the Convention and the remedies available to them to claim those rights, in cooperation with civil society organizations;**

#### **Temporary special measures**

23. The Committee is concerned at the limited use of temporary special measures in other areas where women, including rural women and women with disabilities, Bangsamoro women and indigenous women are underrepresented and disadvantaged, such as representation in decision-making systems at all levels, education and employment.

**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:**

**(a) Adopt temporary special measures and establish time-bound targets to accelerate the achievement of substantive equality of women and men in all areas covered by the Convention where women, including rural women, indigenous and Bangsamoro women, lesbian, bisexual, transgender and intersex women and women with disabilities, are underrepresented or disadvantaged, such as in decision-making systems at all levels, education and employment;**

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

27. The Committee notes with concern the high incidence of domestic violence in the State party, owing to discriminatory social norms legitimizing such violence, as well as underreporting and low prosecution and conviction rates, due to women's fear of stigmatization and the lenient sentences on perpetrators. It is further concerned:

**(b) At the State party's reluctance to adopt a comprehensive legislation 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, lesbian, bisexual, transgender and intersex women, women and girls with disabilities, and internally displaced women;

**28. 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) Adopt a comprehensive legislation to ensure that all forms of gender-based violence against women are specifically criminalized and take into account the special protection needs of disadvantaged and marginalized groups of women, including rural women, women with disabilities, migrant women, older women, and lesbian, bisexual, transgender and intersex women;**

### **Education**

39. The Committee notes with concern:

(a) Cases of dropout among girls in secondary education, attributable to early pregnancies, child marriage and child labour, in particular in rural areas, and aggravated by the negative impact of COVID-19 pandemic, as well as the lack of information on the impact of the Alternative Learning System Act (2020) on women and girls' access to education, in particular in indigenous communities and on outer islands;

(b) Persistent discriminatory gender stereotypes in the education system, including an emphasis on traditional roles of women in school textbooks;

(c) The low enrolment rate of women in higher education, as well as their concentration in fields of study that are traditionally dominated by women;

(d) That despite the existing Policy Guidelines on the Implementation of the Comprehensive Sexuality Education, there is a lack of knowledge among adolescent learners about family planning, responsible sexual behaviour and prevention of sexually transmitted diseases;

(e) Gender-based violence against women and girls, harassment and abuse of women and girls in school environments and the limited information on the number of complaints and investigations in such cases and on the penalties imposed.

**40. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education, the Committee recommends that the State party raise awareness of the importance of girls' education as a basis for their empowerment, and:**

**(a) Address the causes of school dropout among girls, including child and forced marriages and early pregnancies, as well as discrimination on the basis of gender and/or disability, and ensure that young mothers can return to school following childbirth and after the COVID-19 pandemic, with a view to completing their education, obtaining diplomas and gaining access to higher education or employment, and provide information in the next periodic report on the impact of the alternative delivery modes and the alternative learning system;**

## Health

43. The Committee notes the progress made by the State party to improve women's health and wellbeing and access to health insurance and health-care services. However, the Committee notes with concern:

(a) The persistently high rates of maternal mortality (78 deaths per 100,000 live births in 2020), women's limited access to antenatal and postnatal health-care services, particularly in rural areas;

(b) The lack of age-appropriate education on sexual and reproductive health and rights and family planning and postpartum care;

(c) The lack of progress to decriminalize abortion and the high number of unsafe abortions;

(d) The high rates of breast cancer mortality due to lack of awareness, lack of resources, lack of access to mammograms and other life-saving treatments;

(e) That despite the recent increase of maternity leave to 105 days, only seven days leave is allocated to fathers or alternative caregivers.

**44. The Committee recalls its general recommendation No. 24 (1999) on women and health and target 3.7 of the Sustainable Development Goals and recommends that the State party:**

**(b) Ensure that women and girls, including rural women and girls, unmarried women and women and girls with disabilities, have adequate access to sexual and reproductive health services and information, including family planning, modern forms of contraception, and safe abortion and post-abortion services;**

## Economic and social benefits

45. The Committee notes with appreciation the adoption of the Gender Equality and Women's Empowerment Plan for 2019 – 2025. It is, however, concerned:

(a) That the coronavirus disease (COVID-19) pandemic and natural disasters in 2022 (Tropical Storm Megi) and 2021 (Typhoon Rai) have accelerated the feminization of poverty and the marginalization of disadvantaged groups of women, in particular women heads of households in rural areas, women and girls with disabilities, indigenous and Bangsamoro women, pregnant women, women survivors of gender-based violence, women living in poverty and women in unpaid work, who often face challenges in accessing economic and social benefits;

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

**(a) Address the feminization of poverty by mainstreaming gender into the national strategy for social protection and ensure that women, especially those belonging to disadvantaged groups, participate meaningfully in the implementation, monitoring, evaluation and renewal of the Gender Equality and Women's Empowerment Plan and have access to adequate social and economic benefits and social protection schemes;**

**(b) Ensure that women have equal access as men to land ownership, low-interest loans, entrepreneurship opportunities and information and communications technology, so that they may engage in e-commerce and cross-border trade with regard to their goods and products;**



**(c) Carry out a gender impact analysis of the tax reforms and the relevant national legislation and develop and implement policies and programmes based on the findings of the study that promote and safeguard the human rights of women and take into account the impact of these tax reforms on women, especially single-women-headed households and women living in poverty;**

**(d) Accelerate the review of the legislation on day-care centres, and ensuring sufficient financial resources allocation, including through the private sector investments.**

### **Climate change and disaster risk reduction**

51. The Committee notes that the State party ranked first in the World Risk Index in 2022. It notes the efforts taken by the Climate Change Commission under the National Strategic Framework and Program on Climate Change. However, it is concerned that women, in particular rural women, indigenous women, Bangsamoro women, migrant women, women with disabilities and women living in poverty, are disproportionately affected by climate change, cyclones and loss of biodiversity, as they often live in exposed areas and lack the necessary coping mechanisms to increase their climate change resilience.

**52. The Committee recommends that, in line with its general recommendation No. 37 (2018) on the gender-related dimensions of disaster risk reduction in the context of climate change, the State party review its climate change and disaster response strategies, taking into account the negative effects of climate change on the livelihoods of women, especially rural women, and ensure that women are meaningfully involved in the development, adoption and implementation of legislation, policies and programmes on climate change, disaster response and disaster risk reduction, by in particular:**

**(c) Increasing climate change and disaster risk management literacy and awareness among communities, women and girls, including rural women and women with disabilities to empower them with knowledge to demand their rights, and effectively participate in climate change-related decision-making and the development of adaptation and loss and damage strategies and actions that build women's and girls' resilience to impacts of climate change;**

### **URUGUAY - CEDAW/C/URY/CO/10**

#### **Definition of equality and non-discrimination**

9. The Committee notes the adoption by the State party of Law No. 19.846 on equality and non-discrimination between women and men. However, it notes with concern the limited implementation of laws and policies in place to address intersecting forms of discrimination against women, in particular women affected by poverty, indigenous women, women of African descent, women with disabilities, migrant women and lesbian, bisexual, transgender and intersex women.

**10. The Committee recommends that the State party effectively implement legislation that prohibits discrimination against women, covering direct and indirect discrimination in the public and private spheres, and intersecting forms of**

**discrimination, in line with articles 1 and 2 of the Convention, the Committee's general recommendation No. 28 (2010) on the core obligations of States parties under article 2 of the Convention, and target 5.1 of the Sustainable Development Goals on ending all forms of discrimination against all women and girls everywhere.**

### **Access to justice**

11. The Committee welcomes the efforts of the State party to strengthen access to justice for women who are victims of gender-based violence, including a 24-hour gender-based violence helpline, the establishment of specialized courts on family law in Montevideo and of specialized courts on gender-based, domestic and sexual violence in San Carlos and Salto. It further notes information provided by the delegation that new specialized courts on gender-based violence against women will be established in Rivera. The Committee notes with concern, however:

(a) The insufficient resource allocation for the justice system, given the limited number of Public Prosecutor's Offices specialized in sexual, domestic and other forms of gender-based violence and the low number of experts working in the Support and Protection Unit for Victims and Witnesses across the State party;

(b) The long delays in establishing courts specializing in cases involving gender-based violence, including domestic and sexual violence, especially in rural and remote areas, as provided for by the Law No. 19.580;

(c) The limited access for women without sufficient means to free legal aid, given the lack of capacity and funding of the Public Defender's Office and the National Women's Institute;

(d) The lack of mandatory capacity-building programmes for judicial officers, prosecutors, public defenders, lawyers, the police and other law enforcement officers, and the limited information available on the implementation of the Protocol on good practices in protection processes.

**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 the judicial system, including through the allocation of additional human, technical and financial resources, in particular in rural and remote areas, to enable all women to claim their rights, and to provide procedural accommodations for women with disabilities;**

### **National machinery for the advancement of women**

15. The Committee welcomes the work undertaken by the National Women's Institute to lead the efforts within the Government to promote women's rights and gender equality in the State party. It also commends the State party for the creation of the Gender Based Violence Observatory, the Competitive Fund for Gender Equality, and the establishment of Specialized Gender Units (UEG) in various state institutions. The Committee, while noting the information provided during the dialogue on a proposal for the creation of a women's presidential secretariat, remains concerned about:

(a) The limited autonomy afforded to the National Women's Institute, as observed by the Committee in its previous concluding observations ([CEDAW/C/URY/CO/8-9](#), para.

15), given that the Institute continues to be under the Ministry of Social Development despite being an implementing unit as from 2021;

(b)The insufficient human, technical and financial resources allocated to the National Women's Institute for it to effectively implement its mandate;

(c)The removal of the Department of Afro-descendant Women from the National Women's Institute, which deprioritizes the design of strategies and programmes focused on women of African descent;

(d)The limited collaboration between entities of the national machinery for the advancement of women and women's civil society organizations of different political backgrounds;

(e)That gender-responsive budgeting has not been explicitly integrated into all chapters of the State budget;

(f)That only 56 per cent of the Specialized Gender Units have a dedicated budget.

**16.The Committee, recalling its previous recommendation (see CEDAW/C/URY/8-9, para. 16), recommends that the State party:**

**(c)Ensure meaningful cooperation among the different entities of the national machinery for the advancement of women, regional and local authorities, and women's civil society organizations of plural political backgrounds, including those representing indigenous women, Afro-Uruguayan women, women with disabilities and lesbian, bisexual, transgender and intersex women, in the adoption and implementation of public policies and programmes for the advancement of women, as well as in the preparation of reports to international and regional human rights mechanisms;**

#### **Temporary special measures**

17.The Committee commends the State party for the adoption of Law No. 19.846 on equality and non-discrimination between women and men, which outlines the need to take temporary special measures to accelerate the achievement of substantive equality of women and men. It notes that special scholarships are available for students of African descent. Nevertheless, the Committee notes with concern information indicating that the 8 per cent quota established in Law No. 19.122 for the participation of persons of African descent in the public service has not been met. It also notes with concern:

(c)The limited use of such measures in areas where women are underrepresented or disadvantaged, such as political and public life, education and employment, in particular women of African descent, indigenous women, rural women, women with disabilities, migrant women, and lesbian, bisexual, transgender and intersex women.

**18.In line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:**

**(a)Adopt temporary special measures and establish time-bound targets to accelerate the achievement of substantive equality of women and men in all areas covered by the Convention where women, including women of African descent, indigenous women, rural women, women with disabilities, migrant women, and lesbian, bisexual,**

**transgender and intersex women, are underrepresented or disadvantaged, such as in political and public life, education and employment;**

### **Stereotypes and harmful practices**

19. The Committee welcomes the measures taken by the State party to eliminate gender stereotypes, in particular through the implementation of the "Caring with Equality" seal in public and private early childhood centres, the Quality with Gender Equity Model in State enterprises and private companies, and education campaigns on gender equality. However, it notes with concern the persistence of discriminatory gender stereotypes about the roles and responsibilities of women and men in the family and in society in the State party. The Committee also notes with concern the absence of a comprehensive strategy that addresses stereotyped portrayals of women, including women of African descent, indigenous women, women with disabilities, women politicians, and lesbian, bisexual and transgender women in the media, the education system and in political and public discourse.

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

**(a) Strengthen its measures, including awareness-raising and education campaigns throughout the State party, targeting political, indigenous and religious leaders, teachers, girls and boys, and women and men, to eliminate discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society;**

**(b) Design and implement a comprehensive strategy, with a dedicated budget and time-bound targets and objectives, aimed at eliminating discriminatory stereotypes of women in the media, the education system and in political and public discourse;**

**(c) Adopt a regulatory framework to combat gender stereotyping in the media and advertisements, including through a gender-specific code of ethics for media professionals that promotes positive images of women and girls.**

### **Education**

31. The Committee notes with concern:

**(b) The limited access to inclusive education for women and girls with disabilities;**

**32. Recalling its general recommendation No. 36 (2017) on the right of girls and women to education and its previous recommendations (CEDAW/C/URY/CO/8-9, para. 32), the Committee recommends that the State party:**

**(a) Promote the enrolment, attendance and retention of girls and women in school, especially at the secondary and higher levels, in particular as regards indigenous girls, Afro-Uruguayan girls, rural girls, girls living in poverty, pregnant girls and young mothers, and girls with disabilities, reduce dropout rates among and facilitate the reintegration of pregnant girls and women and adolescent mothers into the education system, including by raising awareness among parents, community leaders and girls and women on the importance of education for their life choices and career prospects;**

**(c) Ensure that all women and girls with disabilities are able to access inclusive education, including by increasing the number of schools offering inclusive education**

**throughout the State party and that school infrastructures are accessible, and provide reasonable accommodation for girls with disabilities in schools;**

### **Employment**

33. The Committee commends the State party on the measures taken to ensure equal opportunities for women and men in the labour market, including the review of all public employment services, the implementation of the Quality with Gender Equity Model and the adoption of Law No. 19.530 on breastfeeding rooms. The Committee notes with concern, however:

(b) The limited access to formal employment for rural women, women with disabilities, women of African descent, migrant and refugee women, and lesbian, bisexual, transgender and intersex women;

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

(b) **Enforce the full implementation of, and raise awareness on, Law No. 19.973, and establish employment retention schemes specifically targeted at promoting access to formal employment by disadvantaged groups of women, including rural women, women with disabilities, women of African descent, indigenous women, migrant and refugee women, and lesbian, bisexual, transgender and intersex women;**

### **Indigenous women**

43. The Committee is concerned about the limited efforts taken by the State party to uphold the principle of self-identification when determining the status of indigenous women and girls. It also notes with concern the limited access of indigenous women to education and their underrepresentation in decision-making and leadership positions in political and public life in the State party.

**44. With reference to its general recommendation No. 39 (2022) on the rights of indigenous women and girls, the Committee recommends that the State party:**

(a) **Collect data, including but not limited to sex, age, indigenous origin, status or identity, ethnicity, and disability status, and cooperate with indigenous women and their organizations, as well as academic institutions and non-profit organizations, to promote self-identification and recognition of the status of indigenous women and girls as rights-holders;**

### **Data collection and analysis**

**47. The Committee recommends that the State party enhance the collection, analysis and dissemination of comprehensive data, disaggregated by sex, age, disability, geographical location and other relevant factors, and use measurable indicators to assess trends in the situation of women and progress towards the realization by women of substantive equality in all areas covered by the Convention and the gender-related targets of the Sustainable Development Goals.**