

HUMAN RIGHTS OF WOMEN

Women's Rights = Human Rights

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



CEDAW: The Women's Bill of Rights

What is it?



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

Very importantly, it:

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

Ratified by 118 countries

This makes it second most-ratified international human rights treaty.

Constitutional Overview



Yet, discrimination against women persists in many areas.

This includes through:



It can be both direct and indirect

DIRECT DISCRIMINATION

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

INDIRECT DISCRIMINATION

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

Example: Indirect Discrimination



Pension Scheme

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



The Reality

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

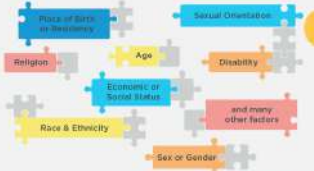


As a Result

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

Multiple Forms of Discrimination

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



The Data

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

NATIONALITY



EMPLOYMENT



FAMILY



SEXUAL ORIENTATION & GENDER IDENTITY



EDUCATION



UNPAID CARE & DOMESTIC WORK



INTIMATE PARTNER VIOLENCE



FEMALE GENITAL MUTILATION



HEALTH



POLITICS



UNSUNG HEROES: WOMEN'S HUMAN RIGHTS DEFENDERS

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

