



CEDAW – Convention on the Elimination of All Forms of Discrimination against Women

A tool for gender-sensitive agriculture and rural development policy and programme formulation

Guidelines for Ministries of Agriculture and FAO



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The photo shows Kamlaben who lives with her extended family in the village of Pasunji in the region of Gujarat in India. Kamlaben is a casual agricultural wage worker; she earns an income from multiple seasonal and insecure jobs, with no social security coverage. She earns approximately US\$1 a day. Kamlaben's life changed from complete vulnerability to self-reliance thanks to the services provided to her by the Self Employed Women's Association (SEWA). For more information visit www.sewa.org.

The photo was taken in the framework of the Exposure and Dialogue Programme (EDP) of FAO's Economic and Social Development Department (ES), in Gujarat, India, February 2011.

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Acronyms

CCA	Country Common Assessment
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CFS	Committee on World Food Security
CPF	Country Programming Framework
CSO	civil society organization
ESW	Gender, Equity and Rural Employment Division, FAO
FAO	Food and Agriculture Organization of the United Nations
FAOAM	FAO Armenia Office
FAOLON	FAO Liaison Office with the United Nations, New York
FAOPE	FAO Peru Office
FAOSNE	FAO Subregional Office for North Africa
FIDA	International Federation of Women Lawyers
GFP	gender focal point
IFAD	International Fund for Agricultural Development
IWRAW	International Women's Rights Action Watch
MDG	Millennium Development Goal
MoA	Ministry of Agriculture
NGO	non-governmental organization
OCP	Office for Communication, Partnerships and Advocacy, FAO
OHCHR	Office of the United Nations High Commissioner for Human Rights
OSD	Office for Support of Decentralization, FAO
SEWA	Self Employed Women's Association
UN	United Nations
UNCT	United Nations Country Team
UNDAF	United Nations Development Assistance Framework
UNDAP	United Nations Development Assistance Plan
UNIFEM	United Nations Development Fund for Women
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization



1

Introduction

Inequalities between men and women¹ in their access to productive resources, services and opportunities are one of the causes of underperformance in the agriculture sector, and contribute to deficiencies in food and nutrition security, economic growth and overall development. These inequalities are costly and undermine the effectiveness of international development efforts and the impact of development cooperation.

In addition to bringing potential productivity improvements, increasing women's access to and control over assets has been shown to have positive effects on important human development outcomes

1 There have been tangible gender equality gains since the adoption of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) more than 30 years ago. Equality between men and women has been enshrined in constitutions, many gender discriminatory laws and practices have been amended, and women's political representation has been enhanced. However, for many women and girls, especially in sub-Saharan Africa and other developing areas, gender equality is not part of their everyday realities. Structural disadvantages, discrimination and gender inequalities are particularly pervasive and persistent for rural women. Evidence shows that in almost all countries, rural women fare worse than rural men and than urban women and men, under every Millennium Development Goal (MDG) indicator for which data are available.

Despite their significant role in agriculture and the rural economy, rural women have less access than men to key productive resources such as land, labour, water, credit and extension (FAO, 2011). For example, in developing countries for which data are available, only 10 to 20 percent of all landholders are women. In most countries, the share of women smallholders with access to credit is 5 to 10 percentage points lower than that of men smallholders with such access, and the livestock holdings of women farmers are much smaller than those of men in all countries for which data are available (FAO, 2011).

Rural women are also more likely than their male counterparts to be self-employed as subsistence farmers or casual/seasonal waged workers under precarious employment conditions. These disparities become even more problematic as more men shift to non-farm livelihoods, and an increasing number of households become dependent on women bearing a larger burden of farm work in addition to their reproductive responsibilities, especially in sub-Saharan Africa and South Asia (ILO, 2008).

Reducing such inequalities is essential for achieving not only social justice, but also sustainable development and poverty reduction. Evidence shows that closing the gender gap in access to agricultural assets would generate significant gains for the agriculture sector: productivity gains from ensuring women's equal access to productive resources could significantly raise total agricultural output in developing countries, thereby reducing the number of hungry people (FAO, 2011).

including household food security, child nutrition and education, and women's own well-being and status within the home and community (e.g. Quisumbing, 2003; Agarwal, 1994; Smith *et al.* 2003; Thomas, 1997). If women and girls are to contribute effectively to agricultural production and the improvement of rural livelihoods, it is essential that their needs are met and their rights secured.²

Agricultural policies should therefore aim to redress gender inequalities³, to ensure that development interventions in the agriculture sector are effective and can achieve enduring positive impacts on the lives and economic potential of rural women, men, girls and boys.

One powerful instrument for promoting realization of the rights and potential of rural women and girls is the *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*.

CEDAW is the foremost international instrument protecting the rights of women and the only legally binding international human rights treaty that gives specific attention to rural women. By defining what constitutes discrimination against women and setting an agenda for national action to end such discrimination, CEDAW outlines a route towards eliminating inequalities between men and women.

Renewed recognition of agriculture as a pathway out of poverty (e.g. World Bank, 2008; L'Aquila Food Security Initiative 2009), and increased investment in smallholder farmers – many of whom are women – open up opportunities for increasing support to women in rural areas. CEDAW can be used as a normative framework to guide such support.

2 These rights are often constrained by discriminatory customary and statutory laws, socio-cultural and religious norms and beliefs, and gender-blind policies.

3 Inequalities between women and men in access to and control over productive resources, services, decent employment, other economic opportunities and decision making arising from their gender roles and relations. For further definitions related to gender equality please visit FAO's Gender and Food Security web site: www.fao.org/gender/gender-home/gender-why/why-gender/en/

2

Purpose

The *purpose of these guidelines*⁴ is to provide guidance on how FAO and national ministries of agriculture (MoAs)⁵ can support and use CEDAW at the country level as a tool for policy development and programming to achieve equality between men and women in agriculture and rural development.

Supporting CEDAW is an important component of the United Nations' (UN's) work. Under Article 22 of the Convention, UN agencies can report to the CEDAW Committee⁶ on implementation of the Convention in areas falling within the scope of their activities.

For FAO, this represents an opportunity to assess the status of rural women's rights, the States Parties' (countries that have ratified CEDAW) progress in and challenges to achieving those rights, and its own efforts in promoting implementation of CEDAW through FAO policies and programmes.

As the leading UN agency for agriculture, food and nutrition security and rural development, FAO has a clear comparative advantage in addressing rural gender equality issues. In addition, as set out in the Policy on Gender Equality endorsed by FAO's Director-General in March 2012⁷, *achieving equality between men and women in sustainable agricultural production and rural development is a clearly articulated FAO goal.* The use of CEDAW to

orient FAO's in-country gender work is also in line with calls to mainstream a rights-based approach throughout the Organization's work.

FAO is thus committed to promoting gender equality in its work by systematically examining and addressing the needs, priorities and experiences of both women and men throughout the development of its policies, normative standards, programmes, projects and knowledge-building activities, so that women and men benefit equally and inequality is not perpetuated. In cases where the gender equality gap is so large that women have no access to opportunities, FAO supports *women-targeted interventions* to accelerate the achievement of *de-facto* equality as a concrete goal for women. Interventions that target women are one of the two strategies for achieving gender equality objectives; *gender mainstreaming* is the second of these strategies.

FAO can support and use CEDAW to shape its national and Organization-wide policies, strategies and programmes for agriculture and rural development at the country level in ways that take into full consideration the manifold challenges faced by rural women, by incorporating specific measures for addressing these challenges through interventions that target rural women. Ultimately, this will result in FAO country offices' compliance with specific standards of the FAO Policy on Gender Equality.

Although States Parties should ensure that all the provisions of CEDAW are applied to rural women, and although some articles have a particular bearing on rural women (e.g. Articles 10 and 12 on education and health care, Article 11 on employment, Article 13 on financial credit, and Articles 15 and 16 on property rights), these guidelines focus mainly on Article 14, which refers specifically to rural women and is the most relevant to the mandates of MoAs and FAO.⁸

4 These guidelines update an earlier FAO publication (FAO, 2005), which was intended mostly for MoAs while the present guidelines also seek to enable FAO staff to engage in CEDAW processes and use the Convention as a tool for gender-sensitive policy development and programming. The present guidelines complement other guidance on CEDAW, such as the reporting guidelines for UN Country Teams and for States Parties, and should be used together with these.

5 These guidelines refer to MoAs, but are applicable to all the line ministries responsible for agriculture, rural development and food and nutrition security.

6 The CEDAW Committee comprises 23 experts representing the range of fields of competence covered by CEDAW.
www2.ohchr.org/english/bodies/cedaw/membership.htm

7 http://typo3.fao.org/fileadmin/templates/gender/docs/fao_finalgender_policy_2012.pdf

8 See Annex 3 for the full text of Article 14.

In summary, these guidelines:

- introduce CEDAW, including:
 - the CEDAW articles that pertain most to *rural women*, particularly Article 14, and how they relate to the mandates of MoAs and FAO (first two sections of chapter 3);
 - the CEDAW reporting process (third section of chapter 3);
- outline the importance of CEDAW as a normative framework for orienting development cooperation (chapter 4);
- suggest practical ways of enabling FAO and MoAs to engage in CEDAW reporting processes and in implementing the Convention – mostly within the context of Article 14 – as a tool for gender-sensitive agriculture and rural development policy and programme formulation. These “how-to” tools:
 - suggest entry points for MoAs and FAO to contribute to the reporting process (first section of chapter 4);
 - recommend actions for addressing the inequalities that rural women face (first section of chapter 5);
 - propose performance indicators to facilitate the assessment of progress towards gender equality in agriculture and rural development through the realization of rural women's rights, and thus compliance with CEDAW (second section of chapter 5);
- outline examples of successful cases where CEDAW's principles and concluding observations have been translated into action for rural women (chapter 6).

Annexe 2 provides a list of useful CEDAW resources.

These guidelines are intended to be a living document⁹ which will be updated and revised based on any further elaboration of Article 14 (e.g. a general recommendation¹⁰ on the Article) and on FAO and MoA experiences with reporting on and implementing the Article.

9 For questions and feedback please contact Hajnalka.Petrics@fao.org.

10 General recommendations are made by the CEDAW Committee and concern amendments to articles or recommendations on any issue affecting women to which the Committee believes that States Parties should devote more attention. Until January 2013, the Committee has adopted 28 general recommendations. Examples include violence against women (Eighth Session, 1989), equality in marriage and family relations (Thirteenth Session, 1994), women migrant workers (Forty-second Session, 2008) and older women and protection of their human rights (Forty-seventh Session, 2010) www2.ohchr.org/english/bodies/cedaw/comments.htm



3

The Convention on the Elimination of All Forms of Discrimination against Women

The Convention was adopted on 18 December 1979 by the UN General Assembly and entered into force as an international treaty on 3 September 1981. By November 2012, 187 countries had ratified it.¹¹

Consisting of a preamble and 30 articles, CEDAW defines discrimination against women and establishes an agenda for national action to end

such discrimination.¹² States that have ratified or acceded to the Convention are legally bound to put its provisions into practice, including through ensuring equal opportunities for women and men in political and public life and equal access to employment, education and health care. The Convention also calls for the modification of cultural and social practices that undermine gender equality.

BOX 1

CEDAW summarised

Preamble	Background
Article 1	Definition of discrimination
Article 2	Policy measures to eliminate discrimination
Article 3	Guarantee of basic human rights and fundamental freedoms
Article 4	Special measures for achieving gender equality
Article 5	Sex role stereotyping and prejudice
Article 6	Trafficking and prostitution
Article 7	Political and public life
Article 8	Participation and the international level
Article 9	Nationality
Article 10	Education
Article 11	Employment
Article 12	Health care and family planning
Article 13	Economic and social benefits
Article 14	Rural women
Article 15	Equality before the law
Article 16	Marriage and family life
Articles 17–22	The role of the CEDAW Committee (including the role of UN agencies)
Articles 23–30	Administration of CEDAW

11 For more information on the Convention see: www2.ohchr.org/english/bodies/cedaw/convention.htm; and http://treaties.un.org/pages/viewdetails.aspx?src=treaty&mtdsg_no=iv-8&chapter=4&lang=en

12 The Convention defines discrimination against women as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.” www2.ohchr.org/english/bodies/cedaw/convention.htm

3.1 Article 14

Article 14 requires States to take into account the "particular problems faced by rural women and ensure they participate in and benefit from agriculture and rural development". Specifically, under this article States Parties shall ensure that rural women have the right to:

- a) participate in the elaboration and implementation of development planning;
- b) obtain access to health care facilities and information;
- c) benefit from social security programmes;
- d) obtain access to education and training;
- e) organize self-help groups and cooperatives;
- f) participate in community activities;
- g) obtain access to credit, markets, technology and equal treatment in land and agrarian reform and land resettlement schemes;
- h) enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water, transport and communications.

By enumerating specific rights for rural women, Article 14 gives rural women and their rights greater visibility and priority among States Parties, non-governmental organizations (NGOs) and the UN system. In their periodic reports to the Committee, countries usually mention Article 14 and rural women¹³, and an examination of reports submitted by States Parties pursuant to Article 14 demonstrates that the situation of rural women is a pressing concern for many countries.¹⁴

3.2 Other strategic articles for rural women¹⁵

When reporting on and implementing Article 14, it is important to recognize its interconnections with

other articles that directly support it.¹⁶ Some of the provisions under Article 14 are echoed, sometimes more comprehensively, elsewhere in the Convention (e.g. Articles 10 and 12 on education and health care). Other articles that are closely interwoven with Article 14 and may fall within the scope of the activities of MoAs and FAOs include:

- **Article 11**, which requires States Parties to eliminate discrimination against women in the field of employment. The provisions of Article 11 are critical for rural women of all ages, who are often concentrated in part-time, seasonal and low-return or unpaid jobs because of widespread labour discrimination and lack of productive assets (FAO, 2011), and who face additional constraints related to their responsibilities for carrying out (unpaid) domestic tasks and care work. Specifically, Article 11's provisions (a), (b), (c) and (d) on equal employment opportunities, conditions, remuneration and vocational training, complement and expand on Article 14's provisions (c), (d) and (e) and are therefore closely correlated to compliance with Article 14;
- **Article 13(b)**, which requires States Parties to ensure that women have the same rights to financial credit as men, and directly supports Article 14's provision (g) on rural women's access to agricultural credit and loans;
- **Articles 15 (paragraph 2) and 16(h)**, which require States Parties to ensure that women have the same property rights as men: for rural women dependent on agriculture, land is the most important productive asset (World Bank, 2008) and is referred to under provision (g) of Article 14. In many parts of the world, statutory and/or customary laws restrict women's land rights; without access to and control over land, rural women's access to other resources – such as irrigation systems, credit, extension and productive cooperatives and associations requiring ownership of land for membership – may be hampered.

¹³ Some exceptions include: In November 2004, in its third periodic report, Singapore noted that it is a city with no rural population (Pruitt, 2011). In the October 2011 CEDAW Concluding Observations (for the 3 to 21 October 2011 session), the Committee noted with regret Lesotho's affirmation in its State Party report that there was no need for specific provisions on the rights of rural women.

¹⁴ FAO, IFAD and WFP, 2011 provides a review of countries' efforts to improve the situation of rural women.

¹⁵ These articles are strategic to rural women and related to FAO's work. Articles 4.1, 5, 6, 7, 10 and 12 are also relevant.

¹⁶ Several general recommendations are also critical for rural women and full compliance with Article 14, including those on equal remuneration for work of equal value (No. 13, 1989), unpaid women workers in rural and urban family enterprises (No. 16, 1991), violence against women (No. 19, 1992), equality in marriage and family relations (No. 21, 1994), which addresses equality in property and inheritance rights, and older women and the protection of their human rights (No. 27, 2010).

Access to all of these resources is provisioned for under Article 14, especially (d), (e) and (g), and is critical for full compliance with the Article.¹⁷

3.3 The reporting process

CEDAW is enforced through a reporting mechanism: Countries that have ratified CEDAW (States Parties) are bound to submit to the CEDAW Committee an initial report on the status of women, within a year of ratification. Thereafter, they are required to submit a report on their progress in removing obstacles to gender equality every four years.¹⁸

In parallel to the report prepared by the State Party, under CEDAW Article 22, UN agencies are invited to submit reports to the Committee on implementation of the Convention in areas falling within the scope of their activities. To consolidate the UN response, the Committee has recently requested UN agencies to prepare joint UN Country Team (UNCT) reports. The Committee emphasizes the importance of assistance and cooperation from UN specialized agencies.¹⁹

The CEDAW Committee reviews each of the State Party reports submitted, together with the shadow/alternative reports prepared by the UNCT and NGOs,²⁰ in a closed pre-session meeting, and prepares a list of issues and questions to which the State Party concerned has six weeks to respond in writing before the plenary session begins.²¹

During the plenary session, the Committee discusses each report with representatives from the reporting State Party. The UN is also invited to provide oral statements at both the pre-session and plenary sessions.

After the session, the Committee issues Concluding Observations for each of the State Party reports it has discussed.²² These observations highlight opportunities and challenges to the implementation of CEDAW, main areas of concern, and recommendations for the State Party. The State Party must detail measures taken to address these concerns in its next periodic report.

FAO and MoAs have a clear comparative advantage in supporting the reporting on and implementation of Article 14. They can contribute important information on progress and challenges related to the Article and can use the Article to advocate for rural women's rights and to inform their own policies, programmes and budgets.

17 See Annex 3 for the full text of Articles 11, 13, 15 and 16.

18 These reports are usually prepared (with inputs from other line ministries) by the ministry responsible for gender equality, equal opportunities, social and women's affairs.

19 Through the work of individual agencies in many countries, and the preparation of country analysis and programming tools such as the Common Country Assessment (CCA) and the UN Development Assistance Framework/Plan (UNDAF/P) for each country, the UN system is well placed to report on the implementation of CEDAW and can play a significant role in supporting governments' compliance with their obligations under the Convention.

20 NGOs can submit reports to the CEDAW Committee to highlight issues that may not be reported by States Parties and to assess the validity of the State Party reports.

21 The schedule of CEDAW Committee Sessions is available at: www2.ohchr.org/english/bodies/cedaw/sessions.htm

22 See Annex 1 for examples.



4

Supporting and using CEDAW for gender-sensitive policy and programme formulation

This chapter outlines how MoAs and FAO, both at Headquarters and in country offices, can support CEDAW reporting and implementing processes and use the Convention to guide their own efforts towards achieving gender equality in agriculture and rural development.

The FAO Country Office – or, if not present, the FAO subregional/regional office – can provide the UNCT with objective information on specific issues related to the situation of rural women and rural gender inequalities in the country, while responding to national realities and country programming priorities on gender equality and the empowerment of women and girls.

The UNCT consolidates inputs received from other UN entities and forwards its report to the CEDAW Committee. For UN agencies, including FAO, submitting information to the CEDAW Committee strengthens policy advocacy with decision-makers and relationships with civil society organizations (CSOs) and other development partners.

The CEDAW Committee takes into consideration the information provided by the UNCT report, identifies priority issues to be addressed by the State Party and communicates these in its Concluding Observations (concerns and recommendations) to the government.

The government, on receipt of the CEDAW Committee's Concluding Observations, is required to comply with these recommendations and report on the status of their implementation in its next periodic report. To ensure implementation, ministries would incorporate the recommendations into the sectoral policies and development plans/strategies falling under their respective mandates. The recommendations would also form part of the national gender equality policy.

Once the Concluding Observations for a country have been released, **FAO** can promote implementation of the recommendations and provide technical assistance in

response to the issues that they identify. FAO can incorporate the recommendations in the country programme that it elaborates in consultation with the government (within the Country Programming Framework [CPF]) and in its work plans. The Concluding Observations provide the government and FAO with clear guidance on key areas of concern with regard to gender equality and women's economic empowerment, which the government and FAO should take into account when planning development cooperation.

As the government is required to address the CEDAW recommendations in its development strategies, FAO's readiness to address them through the assistance it provides helps to ensure that FAO programmes are aligned with national development strategies and priorities in the area of gender equality and the empowerment of women.

In consultation with the government, FAO should provide assistance in ways that ensure the equal consultation of rural women and men in the formulation and implementation of FAO programmes, and their equal benefits from interventions. In areas where rural women face exceptionally severe discrimination, women-specific interventions should be identified as part of FAO's assistance, to contribute to alleviating or eliminating this discrimination.

Expected results

- Efficient planning and implementation will enable FAO and the MoA to report State Party achievements and positive changes in rural women's lives in the next State Party and UNCT CEDAW reports.
- Integration of the perspectives, concerns needs, knowledge and priorities of both women and men into all phases of its programmes and projects, and implementation of women-specific programmes, will enable FAO to report successful compliance with its Policy on Gender Equality.

The following are detailed suggestions on how to improve reporting on Article 14 of CEDAW, including tools and procedures that MoAs and FAOs can apply, and on how to use the Convention in formulating policy and programme measures that can help rural women realize their rights, thus reducing inequalities between rural men and women.

4.1 “How to” tools for CEDAW reporting and implementation – entry points for MoAs and FAO

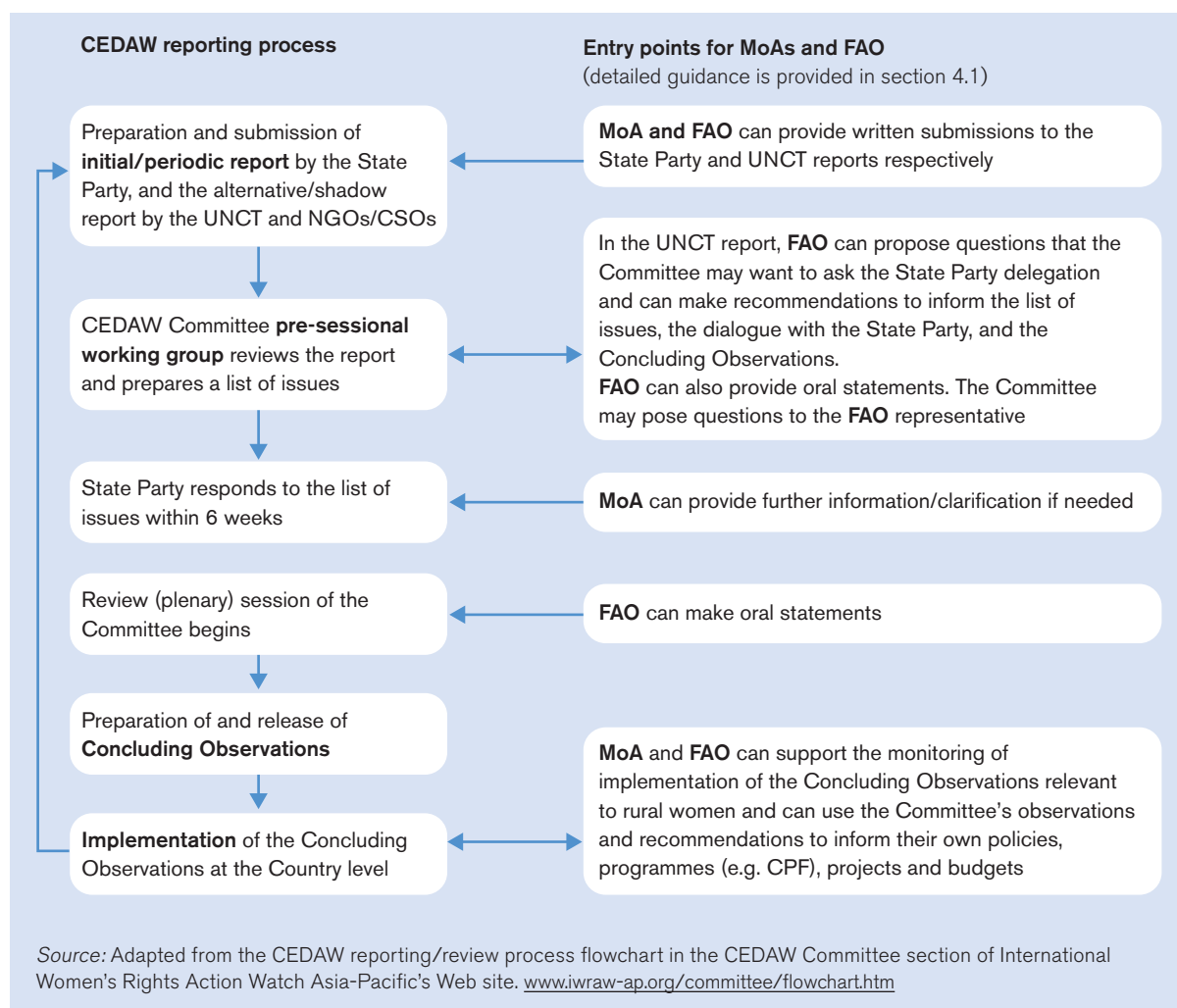
Preparation of the initial/periodic report by the State Party

FAO Headquarters can:

- inform the FAO country office of the upcoming CEDAW session in which the country is due to report;²³
- provide the FAO country office with these guidelines, examples of other countries' State Party reports and any other relevant CEDAW material.

BOX 2

Steps in the CEDAW process with entry points for MoAs and FAO



23 For the upcoming sessions see: <http://www2.ohchr.org/english/bodies/cedaw/sessions.htm>

The FAO country office²⁴ can:

- inform the MoA²⁵ of CEDAW and its reporting schedule;
- provide the MoA gender focal point (GFP) or division or department tasked with gender issues with these guidelines, examples of other countries' State Party reports and any other relevant CEDAW material;
- facilitate and encourage dialogue and exchange of information between the MoA, especially the GFP or the division or department tasked with gender issues, and the lead ministry for the report (usually the ministry responsible for gender and women's/social affairs);
- contribute information and sex- and age-disaggregated data related to Article 14 (see section on Compliance indicators for CEDAW in chapter 5.2). If there is little gender analysis of the agriculture and rural sector, which is often the case, a gender situational analysis of the agriculture sector could be commissioned, and could be carried out jointly with the MoA and the lead ministry for the report. The analysis could be used to inform design of the CPF by FAO and the government;
- disseminate sex- and age-disaggregated data and information gathered through the situational analysis to national partners, including CSOs, especially those tasked with gender equality and women's empowerment and those preparing the CEDAW shadow report.

In support of the lead ministry for the report, the Ministry of Agriculture can:

- facilitate a consultative process to gather information relevant to Article 14 for the report, for example, by organizing workshops with stakeholders such as CSOs tasked with rural gender issues, to analyse the situation of rural women and the progress in and challenges to implementing Article 14;
- conduct a baseline survey to assess the levels of CEDAW awareness, implementation and impact (especially of Article 14) in rural areas; identify whether any significant groups or sectors lack such awareness; and suggest measures for disseminating information and strengthening the implementation of CEDAW (for an example, see FIDA Kenya, 2006);

- contribute information and sex- and age-disaggregated data related to Article 14 (see section on Compliance indicators for CEDAW in chapter 5.2). If there is little gender analysis of the agriculture and rural sector, which is often the case, a gender situational analysis of the agriculture sector could be commissioned, and could be carried out jointly with FAO and the lead ministry for the report.

Preparation of the UNCT report*The FAO country office can:*

- contribute country-specific information on the situation of rural women, the State Party's progress in and challenges to implementing Article 14, and any specific areas of concern. If there is little gender analysis of the agriculture and rural sector, which is often the case, a gender situational analysis of the agriculture sector could be commissioned, and could be jointly funded and carried out with the UNCT;
- identify challenges, constraints and specific issues of concern to be raised with the government, including information on the status and content of national agriculture and rural development strategies and plans and legislation for implementing CEDAW, and the extent to which these are operationalized/implemented;²⁶
- provide country-specific information about FAO's efforts to promote gender equality in its own policies and programmes and through joint programming within the UN Development Assistance Framework/Plan (UNDAF/P);
- propose questions regarding the situation of rural women that the Committee may want to ask the State Party delegation;
- make recommendations on specific, feasible and realistic measures for ensuring State Party compliance with Article 14, to inform the list of issues, the dialogue with the State Party, and the Concluding Observations.

FAO Headquarters can:

- review FAO's contribution to the report and add any additional information, questions or recommendations regarding implementation of Article 14.

24 Where there is no FAO country representation, regional and subregional offices can undertake these roles.

25 These guidelines refer to the MoA, but the guidance is also applicable to all the line ministries responsible for agriculture, rural development and food and nutrition security.

26 Source: Inter-Agency Group on CEDAW Reporting, Guidance for UNCT Reporting to CEDAW Committee, 2012.

Pre-sessional meeting and plenary session

FAO Headquarters can:

- share with the FAO Liaison Office with the UN (in New York or Geneva, depending on where the CEDAW session is to be held) FAO's country contribution to the UNCT report;
- review UNCT confidential reports, highlight priorities and other important issues that are not covered by the report, and inform the UNCT of these through the Inter-Agency Group on CEDAW Reporting;
- facilitate briefing and debriefing sessions (e.g. via tele/video conference) with the reporting country office and the FAO Liaison Office before and after the CEDAW session.

The FAO Liaison Office with the UN (New York/ Geneva) can:

- present highlights of FAO's written submission to the CEDAW Committee during the closed pre-sessional meeting;
- provide feedback on the sessions to FAO Headquarters and the reporting country office.

Follow-up to the Concluding Observations

The Ministry of Agriculture can:

- support the translation and dissemination of the Concluding Observations among its partners – CSOs tasked with rural gender equality issues;
- use the Concluding Observations and recommendations relevant to rural women to inform its policies, programmes and budgeting;²⁷
- work with other ministries and UN agencies to promote follow-up and implementation of the Concluding Observations (e.g. by supporting efforts to formulate joint gender-equitable policies and programmes in agriculture and rural development);
- monitor the progress in and challenges to implementing the Concluding Observations and recommendations relevant to rural women. This may involve establishing an observatory of organizations tasked with rural gender issues to track changes and highlight bottlenecks in the implementation process;

²⁷ The first section of chapter 5 contains recommendations for policy and programme measures by FAO and MoAs through which critical issues concerning rural women can be addressed.

- promote the visibility of CEDAW and the Optional Protocol²⁸ among rural women and NGOs and CSOs tasked with rural gender equality. This could involve carrying out training workshops, translating CEDAW into local languages, and producing and disseminating publications on the Convention and its applicability to rural women's lives.

The FAO country office can:

- use the Concluding Observations to inform FAO's work in the country, such as by planning actions for rural women in FAO's CPF;²⁹
- work with governments to formulate policies aligned with CEDAW in such areas as land rights, decent employment for rural women, and access to crucial productive assets and services as well as reproductive services;
- work with other UN agencies, such as through the UN Gender Theme Group (where present) and the UNCT, to promote follow-up and implementation of the Concluding Observations. This can be done, for example, by supporting any efforts to formulate a UN joint programme to facilitate implementation of the Concluding Observations, where relevant to FAO's mandate;
- disseminate and advocate for use of the Concluding Observations among FAO's national partners, including the MoA and other ministries responsible for agriculture, rural development and food and nutrition security, and NGOs and CSOs, especially those tasked with gender equality and women's empowerment. This could involve carrying out training sessions on how Convention and the Concluding Observations can be used for gender-sensitive agriculture and rural development policy and programme formulation.

²⁸ Under the Optional Protocol, women can call on the CEDAW Committee to review cases of denied access to justice for violations of the rights contained in CEDAW. Adopted in 1999, the Optional Protocol is a separate treaty from the Convention, and countries agree to be bound by it through a separate ratification process. By October 2012, 104 states had ratified the Optional Protocol. For a list of these countries see http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8-b&chapter=4&lang=en

²⁹ The first section of chapter 5 contains recommendations for policy and programme measures by FAO and MoAs, through which critical issues concerning rural women can be addressed.



5

Policy and programme measures and indicators for CEDAW compliance

One of the principles of CEDAW's concept of equality is that of *substantive equality* – that is, *equality of results*. Thus, for CEDAW the indicators of equality are not the policies, laws and institutions that have been created to provide women with opportunities, but what these policies, laws and institutions have achieved in terms of women having the same opportunities as men in all spheres of life. Regardless of their race, ethnicity, etc., women and men have the right to equal access to productive resources. This has to be guaranteed through laws and policies with the mechanisms and institutions necessary to ensure realization of rights (IWRAP Asia Pacific, 2009).

The following sections aim to help the States Parties and FAO to demonstrate concrete achievements that have improved the status of rural women. They include a set of recommendations for policy and programme measures that create opportunities for rural women to obtain access to productive resources, and examples of indicators that MoAs and FAO can use to measure compliance with CEDAW Article 14 and other strategic articles for rural women.

5.1 Recommendations for policy and programme measures under Article 14 provisions to address critical issues faced by rural women³⁰

14 (a) To participate in the elaboration and implementation of development planning at all levels:

- implement effective decentralization, which can be an important strategy for rural women's economic empowerment and can be conducive to rural women's fuller engagement in public affairs, provided

³⁰ Adapted from the recommendations of the Expert Group Meeting on Enabling Rural Women's Economic Empowerment: Institutions, Opportunities and Participation, organized by UN Women, FAO, IFAD and WFP from 20 to 23 September 2011 in Accra (UN Women, 2011).

it is accompanied by attitudinal change, capacity development, and inclusive and participatory processes for the formulation and implementation of policies, strategies, programmes and projects;

- strengthen gender-responsive accountability mechanisms to ensure that rural women and their organizations can influence policy formulation, implementation and monitoring at all levels of government, including local and self-governments, and on all issues of their concern;
- develop programmes and outreach to ensure that rural women are aware of their rights, existing rural development policies, and the roles and duties of national and local government, with a view to enabling rural women to hold all duty bearers to account.

14 (b) To have access to adequate health care facilities, including family planning information, counselling and services:

- invest in and create infrastructure, community facilities and on- and off-farm care services for children, the elderly and people with disabilities to reduce rural women's unpaid care work and domestic tasks. Provide children's basic needs and education, and work to improve conditions for the elderly and people with disabilities so that they can live in dignity and with self-respect;
- recognize and invest in community/micro-health insurance to support rural women and care givers in meeting their health needs, and support initiatives that provide regular mobile clinics for free health services that reach all women, including in remote areas, at least once a year and that include reproductive services (e.g. for family planning, Pap smears, mammograms, sexually transmitted diseases, etc.).

14 (c) To benefit directly from social security programmes:

- provide women with free access to personal identification documents (identity cards, social security numbers, etc.) so they are recognized as full citizens;

- ensure access to social assistance (cash and asset transfers, subsidies for food and basic services, disability benefits, etc.) and social insurance (pensions, unemployment benefits, etc.).

14 (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, *inter alia*, the benefit of all community and extension services, in order to increase their technical proficiency:

- promote farmers' groups, as they have proved to be effective in sharing knowledge and disseminating new technologies, and formal and community-based agricultural extension, as it is an important driver of the introduction and adoption of technology;
- ensure that a readmission policy is in place which guarantees girls' re-entry to school after pregnancy, especially in rural areas, where girls are most affected by social norms (early marriage), lack of knowledge of contraception, and violence.

14 (e) To organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment:

Measures to promote farmers' organizations:

- develop and implement policies and programmes that support organizations for rural women, farmers and producers in competing effectively in the agriculture sector;
- enhance the effectiveness of farmers' organizations by institutionalizing training that recognizes the differential needs and challenges of women and men farmers and that includes farm visits, farmer-to-farmer exchanges, and visits to research institutions. Training provision should be flexible, taking into account rural women's time constraints, especially for the mothers of small children, and the social dynamics that affect women's participation (e.g. mobility, care giving responsibilities). Farmers' organizations need to make provisions and ensure budgets for day-care facilities that enable women to participate in training to strengthen their livelihoods and overall well-being, as well as building their skills and confidence in assuming greater leadership roles within their organizations;
- support regional-level dialogue among rural women farmers' organizations to strengthen their capacity to influence global and regional policies

in ways that will improve their lives and livelihoods and reduce rural poverty;

- develop the capacity of organizations for rural women, farmers, fishers, producers and other groups to be inclusive (in terms of gender, age and ethnicity), including by creating fair and transparent criteria for women's participation in leadership positions in these organizations.

Measures to promote women's groups:

- assist informal rural women's groups in affiliating to formal organizations in their areas of activity, at the local, regional and/or national levels, or in forming umbrella organizations and support groups; and facilitate networking among women's organizations and women's rural producer organizations.

14 (f) To participate in all community activities:

- build the knowledge base on women's participation in various community activities, to establish a more comprehensive and detailed picture of the extent of women's participation and to identify ways of eliminating constraints;
- develop action plans that highlight practical barriers to women's participation in community activities and suggest ways of eliminating these barriers;
- develop and implement programmes for increasing community sensitivity to women's participation issues;
- develop and implement policies and programmes that support rural women's active participation in producers' organizations and cooperatives, because membership, leadership or management of such organizations brings enhanced status and a greater voice in the community and society in general.

14 (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes:

Measures to promote access to land:

- carry out legal and policy reforms for equitable land laws, and develop capacities among the officials in charge of implementing such reforms; build people's awareness of their rights, and provide legal (statutory and traditional) aid and appeal mechanisms;
- provide all rural women and men with free access to personal identification documents (identity cards, social security numbers, etc.), to ensure their

recognition as full citizens with equal access to productive assets and services;

- take all necessary measures (including through land laws, family and marriage laws, and inheritance and housing laws) to ensure rural women's full access to and control over land and other resources, including through ownership, co-ownership, inheritance and succession:
 - ensure that national laws and policies guarantee women's right to land, including after divorce and separation, and their rights to inheritance in both customary and statutory systems;
 - provide the option for joint titling during land reform processes and the updating of land records;
 - take measures to require the consent of both spouses for the sale of land, or its use as collateral;
 - when land is registered for collective use, especially among indigenous peoples, ensure that the names of all the female and male community members who use the land are clearly stated;
- apply the *Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security* (FAO and CFS, 2012).

Measures to promote access to financial services:

- increase rural women's access to financial services, including savings, credit, insurance and domestic payment services, and to economic, financial and business literacy skills, and provide support to the transition from informal to formal financial services;
- support community-managed financial services, and establish mechanisms for monitoring commercially motivated operations in the financial sector.

Measures to promote access to technology:

- adopt gender-responsive participatory approaches to technology transfer (e.g. by ensuring women's participation in the early stages of development of the technology) to increase uptake, taking into account the knowledge that rural women already hold;
- support research into the value chains, crops and livestock that are typically women's responsibility;
- promote rural and indigenous women's knowledge, products and services, protect these assets from piracy, ensure fair benefit sharing, and protect women's intellectual property rights according to the Convention on Biological Diversity;
- promote the development and adaptation of information and communication technologies (rural radios, listening clubs, mobile telephones, videos, television, etc.) for rural areas, because these have proved effective in rural development and in ensuring rural communities' access to critical information – on financial services, inputs, processing, transportation of goods to urban and peri-urban markets, and access to education and health services – that can strengthen agricultural productivity and rural economic enterprises.

14 (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications:

- provide space and infrastructure for establishing sustainable community resource centres, controlled by rural women, where they have easy and free access to updated information, education and training, including on health, markets, services and long-distance learning opportunities;
- ensure that access to essential services for poor rural communities is not subject to cost-recovery and user fees.

5.2 Compliance indicators for CEDAW Article 14

Article 14	Indicators	Sources of verification
1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas	Legislative and administrative measures for advancing substantive equality for rural women Progress in and challenges to implementation of the Article.	<ul style="list-style-type: none"> National administrative and legislative records Stakeholder workshops (especially for organizations tasked with rural gender issues)
2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:	Increased awareness of CEDAW, especially Article 14, among rural women and CSOs tasked with rural gender equality Wider awareness and enhanced capacity of MoA staff at all levels to implement Article 14 in their work	<ul style="list-style-type: none"> Sample surveys Stakeholder interviews/audits Training/workshop records Programme or project records/ monitoring and evaluation
(a) To participate in the elaboration and implementation of development planning at all levels	Percentages of rural women actively participating in local-, regional- and national-level planning and policy-making processes, disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> Minutes of committee meeting Citizen/community scorecards³¹ Participation monitoring records
(b) To have access to adequate health care facilities, including information, counselling and services in family planning	Access to rural health care facilities, including information, counselling and services for family planning, HIV and AIDS, and sexually transmitted infections, disaggregated by sex, age, ethnicity and socio-economic status	<ul style="list-style-type: none"> Health care statistics World Health Organization (WHO) World Health Statistics³²
(c) To benefit directly from social security programmes	Access to social assistance (cash and asset transfers, subsidies for food and basic services, disability benefits, etc.) and social insurance (pensions, unemployment benefits, etc.), disaggregated by sex, ethnicity and age	<ul style="list-style-type: none"> Social security institution records Social audits
(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, <i>inter alia</i> , the benefit of all community and extension services, in order to increase their technical proficiency	Access to agricultural extension and training programmes, disaggregated by sex, ethnicity, age and socio-economic status	<ul style="list-style-type: none"> Government agricultural extension and business support service records Project records Training records
(e) To organize self-help groups and cooperatives in order to obtain equal access to economic opportunities through employment or self-employment	Percentages of rural women actively participating in rural producers' organizations, cooperatives and associations, disaggregated by age, ethnicity and socio-economic status Percentages of rural women benefiting from productive and gainful employment opportunities derived from value addition and value chain development in the agriculture sector, disaggregated by age, ethnicity and socio-economic status Opportunities for and constraints to rural women's engagement in livelihood diversification activities, disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> Minutes of organization meetings Stakeholder interviews Programme or project records Sample surveys National labour force and household surveys Focus group discussions Stakeholder interviews Gender analysis Focus group discussions

31 Scorecards allow citizens to provide feedback on the quality, adequacy and efficiency of public services and projects and government administrative units.

32 www.who.int/gho/publications/world_health_statistics/en/index.html

Article 14	Indicators	Sources of verification
(f) To participate in all community activities	Percentages of rural women actively participating in CSOs and community groups, disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Minutes of organization meetings • Minutes of community meetings • Stakeholder interviews • Programme or project records • Sample surveys
	Workloads and working hours of rural women (productive and reproductive, paid and unpaid), disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Time-use studies • National labour force and household surveys
(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes	Numbers of rural women with access to agricultural credit and loans, disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Financial institutions' records • Savings and loans group records
	Access to market facilities and information, disaggregated by sex, age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Sample surveys • Stakeholder interviews
	Uptake of new technologies, such as fuel-saving stoves, solar cookers, rope pumps and small grain mills, disaggregated by sex, age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Sample surveys • Stakeholder interviews
	Changes in legal norms regarding gender aspects of access to and control over land	<ul style="list-style-type: none"> • Land registration department records • FAO Gender and Land Database³³ • Legal office: statistics and interviews with key informants
	Numbers of rural women with joint and individual titles to land, disaggregated by age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Land registration department records • FAO Gender and Land Database
	Impact of large-scale land acquisitions and changes in land use on rural women's access and control over land	<ul style="list-style-type: none"> • Land registration department records • Focus group discussions
(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications	Access to services and facilities (irrigation, electrification, water supplies, transport, housing and sanitation), disaggregated by sex, age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Sample surveys • Administrative records • Infrastructure maintenance committee/user group records
	Uptake and use of information and communication technologies, disaggregated by sex, age, ethnicity and socio-economic status	<ul style="list-style-type: none"> • Sample surveys • Stakeholder interviews
	Time spent or distances walked by household members to collect potable water or fuelwood, disaggregated by age and sex	<ul style="list-style-type: none"> • Sample surveys • Household surveys • Time-use studies

5.3 Compliance indicators for CEDAW Articles 11, 13, 15 and 16

Article (abbreviated; see Annex 3 for full text)	Indicators	Sources of verification
<i>Article 11.1 (a) to (f)</i> : States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, including the right to work as an inalienable right of all human beings; the right to the same employment opportunities; the right to vocational training and retraining; the right to equal remuneration and social security; the right to protection of health and to safety in working conditions	<p>Percentages of rural women receiving vocational education and training, disaggregated by age and socio-economic status</p> <p>Percentage of women producers participating in extension activities</p> <p>Percentage of registered rural enterprises managed by women</p> <p>Male-to-female ratio among skilled agricultural workers</p> <p>Percentages of women in non-agricultural wage employment, disaggregated by age and socio-economic status</p> <p>Differences between the wage and employment conditions of women and men in positions of comparable content and responsibility, disaggregated by age and socio-economic status</p> <p>Percentages of rural women, across all age groups, with access to social protection and care services</p> <p>Numbers of occupational health and safety incidents, disaggregated by sex and age</p> <p>See also indicators for Article 14 (e)³⁴</p>	<ul style="list-style-type: none"> • National labour force and household surveys • Labour audits • Case studies • Farmer surveys • Project management information systems or administrative records • Review of procedures against local and national regulations • Training records • Union records • Government social protection records • Focus group discussions
<i>Article 13 (b)</i> : States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular: the right to bank loans, mortgages and other forms of financial credit	<p>Numbers of rural women with access to bank loans, mortgages and other forms of credit, disaggregated by age, ethnicity and socio-economic status</p>	<ul style="list-style-type: none"> • Financial institutions' records • Savings and loans group records
<i>Article 15 (2)</i> : States Parties shall give women equal rights to conclude contracts and administer property and shall treat them equally in all stages of procedure in courts and tribunals	<p>See land indicators for Article 14 (g)</p>	
<i>Article 16 (h)</i> : State Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women, the same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration	<p>See land indicators for Article 14 (g)</p>	

34 Some indicators for Article 11 also relate to the general recommendations on Equal remuneration for work of equal value (No. 13, 1989) and Unpaid women workers in rural and urban family enterprises (No. 16, 1991).



6

Success stories: translating CEDAW's principles and Concluding Observations into action for rural women

The following are examples of ways of using CEDAW to realize the potential of rural women and girls by incorporating CEDAW principles and Concluding Observations into national legislation and policies,

achieving concrete changes in the opportunities afforded to women and thus contributing to increased equality between men and women.

CEDAW principles

Kenya

In Kenya, CEDAW has been used in at least three cases challenging discriminatory customary law. In one case an unmarried woman disputed her brother's claim that he deserved a greater portion of land from their deceased father. The case challenged Kikuyu customary law, which held that an unmarried woman lacked equal inheritance rights. The Chief Magistrate's Court stated that the customary law was in violation of the Kenyan Constitution and Article 15 of CEDAW, which provides for legal equality between women and men. The appellant and her brother received equal portions of their father's property.

In another case (*Rono v. Rono*), the sons of a deceased man argued before Kenya's Court of Appeals that they deserved a greater share of their father's property than his widow or his sisters, because "according to Keiyo traditions, girls have no right to inheritance of their father's estate". The court found that the non-discrimination standard of Kenya's Constitution and human rights agreements, including CEDAW, must prevail. In 2008, in a similar case where an appellant argued that Masai customary law did not recognize a daughter's right to inherit property from her father's estate, the court relied on the *Rono v. Rono* decision to affirm women's inheritance rights.

ICRW, 2010. www.icrw.org/publications/recognizing-rights-promoting-progress

Kyrgyzstan and Tajikistan

As a result of CEDAW implementation, more women are now successfully claiming their right to own land in Kyrgyzstan and Tajikistan. Drawing on Article 16 of the Convention, both countries undertook comprehensive changes to ensure gender equality in land reforms. With support from FAO (in Tajikistan) and the United Nations Development Fund for Women (UNIFEM) – now the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) – the government institutions responsible for land reform began to integrate women's needs into planning and budgeting. Local officials' awareness was raised regarding the link between protecting women's rights and improving the effectiveness of services, and rural women and local governments partnered to support women's cooperatives and village-level projects. Individual women were provided with legal advice and practical support in their land claims. The media also became involved, widely broadcasting the message "Land in the Right Hands!" to support women's equal rights.

Improvements are continuing, and there is strong evidence that the process is working: between 2002 and 2008, the proportion of women owning family farms in Tajikistan rose from 2 to 14 percent.

CEDAW, 2009. www.unifem.org/cedaw30/success_stories/

United Republic of Tanzania

In 1990, the High Court of the United Republic of Tanzania used CEDAW and the Constitution in *Ephraim v. Pastory* to rule in favour of a plaintiff who had challenged a Tanzanian law derived from Haya custom, which prohibited her from selling customary land her father had bequeathed her in his will. In another case, *Chilla v. Chilla* in 2004, the High Court used CEDAW and the Constitution to establish that the sister of a deceased man could not claim administrative rights to the estate and his children over the mother of the deceased's children.

ICRW, 2010. www.icrw.org/publications/recognizing-rights-promoting-progress

CEDAW Committee Concluding Observations

Philippines

Following the CEDAW Committee's Concluding Observations to the Philippines' periodic report in 2006, the Philippines UNCT developed a comprehensive UN Joint Programme to Facilitate the Implementation of the CEDAW Concluding Comments.

The joint programme ran from 2007 to 2010 and contributed significantly to efforts to implement CEDAW Concluding Observations at the national, regional and local levels, particularly in the areas of legislative and policy advocacy and the application of CEDAW in the local contexts of rural women in fishing and farming communities and indigenous and Muslim women in the Autonomous Region of Muslim Mindanao.

By using the CEDAW Committee's Concluding Observations as a reference point for cooperation and action, the Philippines UNCT provided an example of how national stakeholders, working together, can bring progress in the promotion of women's rights. The CEDAW Committee has repeatedly expressed its appreciation of this initiative, which it considers an example of UN best practice.

For more information, see the Programme Evaluation Report.

<http://erc.undp.org/unwomen/evaluationadmin/manageevaluation/viewevaluationdetail.html?evalid=4510>

Ethiopia

In its 2011 Concluding Observations, the CEDAW Committee noted that women's rights to obtain and use rural land are protected by Federal Proclamation, that both the Plan for Accelerated and Sustained Development to End Poverty (2005–2010) and the National Plan for Gender Equality (2005–2010) aim to enhance women's access to productive resources such as land and livestock, and that microfinance institutions and projects provide credit to women for starting small-scale, income-generating activities.

www.bayefsky.com/pdf/ethiopia_t4_cedaw_49.pdf

Kenya

In 2003, the CEDAW Committee urged Kenya to pay special attention to the needs of rural women, and to take appropriate measures to eliminate all forms of discrimination with respect to ownership, co-ownership and inheritance of land. In its 2007 and 2011 Concluding Observations, the CEDAW Committee commended Kenya on the establishment of the Constituency Development Fund aimed at improving the lives of rural women (2007) and the adoption of a National Land Policy (2011).

www.bayefsky.com/pdf/kenya_t4_cedaw_48.pdf

http://www.un.org/womenwatch/daw/cedaw/cedaw25years/content/english/CONCLUDING_COMMENTS/Kenya/Kenya-CO-6.pdf

www2.ohchr.org/english/bodies/cedaw/docs/co/kenyaco28.pdf

Paraguay

In its 2011 Concluding Observations, the CEDAW Committee welcomed Paraguay's efforts to implement action to improve institutional services for rural women, such as by drafting the Specific Policy for Rural Women (Politica Especifica Para Mujeres Rurales).

www2.ohchr.org/english/bodies/cedaw/docs/co/cedaw-c-pry-co-6.pdf

Zambia

In its 2002 Concluding Observations, the CEDAW Committee commended Zambia on adoption of the Citizens' Economic Empowerment Act and other initiatives such as the policy that provides for the allocation of 30 percent of titled land to women.

www2.ohchr.org/english/bodies/cedaw/docs/co/zambiaco27.pdf

Togo

In its 2012 Concluding Observations, the CEDAW Committee welcomed Togo's sensitization activities with regard to women's access to land, its development of a land policy and a land code, and the measures it had taken to increase access to water, education, employment opportunities and credit facilities for rural women.

www2.ohchr.org/english/bodies/cedaw/docs/co/cedaw.c.tgo.co.6-7.pdf

Annex 1

Examples of the Committee's Concluding Observations regarding rural women

CEDAW Session	Country	Concluding Observations regarding rural women
51 st , February/March 2012	Algeria	Create income-generating activities for women in rural areas. Promote women's involvement in sustainable development, including through improved access to microcredit and renewable sources of energy.
	Congo	Address negative customs and traditional practices – especially in rural areas – that affect widows' enjoyment of the right to property, including by undertaking large-scale awareness-raising campaigns for the general population.
	Grenada	Ensure that the development and implementation of policies and programmes for disaster preparedness and response to natural disasters, the impacts of climate change and other emergencies are based on a comprehensive gender analysis, and mainstream the concerns of women, particularly rural women.
	Jordan	Pay special attention to the needs of rural women; ensure that they have access to health and education, and intensify income-generating projects. Address negative traditional practices that affect the full enjoyment of rural women's right to property, and launch awareness-raising campaigns on women's legal right to inheritance.
	Zimbabwe	Pay special attention to the needs of rural women to ensure that they have access to health, education, clean water and sanitation services, fertile land and income-generating projects. Eliminate all forms of discrimination with respect to ownership, co-ownership and inheritance of land. Address negative customs and traditional practices – especially in rural areas – that affect women's full enjoyment of the right to property. Monitor implementation of the Land Reform Programme to ensure that the quotas for women are achieved.
50 th , October 2011	Paraguay	Undertake a comprehensive study on the probable causes of the misuse of toxic products in agriculture, and implement the necessary measures to eradicate toxic products' impact on the health of women and children.
49 th , July 2011	Djibouti	Provide pastoralist women and men, whose herds are being decimated because of drought and poverty, with alternative livelihoods.
	Ethiopia	Enforce women's equal right to landownership, including by taking legal measures providing for the systematic inclusion of female spouses' names on landholder certificates. Facilitate rural women's access to credit and loans, by controlling microfinance repayment terms to preclude unfair payment periods and interest rates and by expanding gender-sensitive projects such as the Managing Environmental Resources Programme and <i>Iqqubs</i> . ³⁵ Ensure that land lease contracts with foreign companies do not result in forced evictions, internal displacements or increased food insecurity and poverty for local populations, including women and girls, and that such contracts stipulate that the company concerned and/or the State Party must provide the affected communities, including pastoralist communities, with adequate compensation and alternative land.
	Zambia	Raise women's awareness of their rights under CEDAW, including through the recently elaborated National Gender Communication Strategy, which targets rural women, the National Gender Policy and Strategic Plan of Action, and the gender mainstreaming strategy, which is soon to be launched in the context of the Public Service Reform Programme.

CEDAW Session	Country	Concluding Observations regarding rural women
48 th , January/February 2011	Bangladesh	<p>Establish a clear legislative framework for protecting women's rights of inheritance and ownership of land.</p> <p>Introduce a comprehensive strategy for modifying or eliminating negative customs and traditional practices that affect women's full enjoyment of the right to property, particularly in rural areas.</p>
	Sri Lanka	<p>Ensure that a gender perspective is included in the National Development Agenda.</p> <p>Collect data on the situation of rural women and disparities between rural and urban women and include such data and analysis in the next periodic report to the Committee.</p> <p>Develop policies and programmes, including income-generating schemes, to improve the situation of women heads of household and older women.</p> <p>Abolish the concept of "head of household" in administrative practice and recognize joint or co-ownership of land.</p> <p>Amend the Land Development Ordinance without delay, to ensure that joint or co-ownership is granted to both spouses when the State allocates land to married couples.</p>
46 th , July 2010	Albania	<p>Provide the gender equality institutions at the central and local levels with the necessary human, financial and technical resources for their effective functioning.</p> <p>Monitor closely the situation of women working in the informal sector or at home and introducing employment-related measures to make sure that women have access to full-time and permanent jobs with adequate social benefits if they so wish.</p> <p>Review the issue of wage differentials between women and men with regard to equal pay for equal work or work of equal value in order to overcome the pay gap.</p> <p>Take targeted corrective measures, including enhancing opportunities to access property, loan and credits and providing for sufficient day-care institutions for children, so that women, especially those who are members of ethnic minorities or who live in rural or remote areas, as well as women who head households, are able to fully and equally benefit from growth and poverty reduction.</p>
44 th , July/August 2009	Bhutan	<p>Create adequate job opportunities with decent pay for rural women; provide a broad range of support services for women in the informal sector; and create access to market facilities.</p>

35 An *lqqub* is a traditional savings and credit association with a rotating fund. *lqqubs* are informal and organized by members for the purpose of pooling their savings in accordance with rules established by the group.

www.assomac.com/varie/leather_bridge/conference/Paper/Terefe.pdf; www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/00157682-EN-ERP-74.PDF

Annex 2

Useful resources

Guidelines

Reporting guidelines of the Committee on the Elimination of Discrimination against Women. (for States Parties).
www2.ohchr.org/english/bodies/cedaw/docs/annex1.pdf

Compilation of guidelines on the form and content of reports to be submitted by States Parties to the international human rights treaties.
<http://www.bayefsky.com/getfile.php/id/48617749/misc/guides>

CEDAW: Article 14.
www.fao.org/docrep/008/y5951e/y5951e03.htm

Other resources

CEDAW

Office of the United Nations High Commissioner for Human Rights (OHCHR).
www2.ohchr.org/english/bodies/cedaw/cedaws41.htm

CEDAW Knowledge Resource

International Women's Rights Action Watch Asia Pacific.
www.iwraw-ap.org/knowledge/index.htm

UN Women

Web page on CEDAW
<http://progress.unwomen.org/2011/06/the-united-nations-convention-for-the-elimination-of-all-forms-of-discrimination-against-women-cedaw/>

30 Years of CEDAW

materials, guides, manuals, tools. www.unifem.org/cedaw30/materials/guides_manuals_tools.php

International Land Coalition

Update 2010 on rural women, land and CEDAW.
<http://www.landcoalition.org/fr/publications/update-2010-rural-women-land-and-cedaw>

Annex 3

Full text of CEDAW Articles 11, 13, 14, 15 and 16

Article 11

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:
 - (a) The right to work as an inalienable right of all human beings;
 - (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
 - (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
 - (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
 - (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
 - (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.
2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:
 - (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;
 - (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;
 - (c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through

promoting the establishment and development of a network of child-care facilities;

- (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

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

Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

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

Article 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:
 - (a) To participate in the elaboration and implementation of development planning at all levels;
 - (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
 - (c) To benefit directly from social security programmes;

- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
 - (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;
 - (f) To participate in all community activities;
 - (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
 - (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
 - (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
 - (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
 - (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

Article 15

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

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

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:
 - (a) The same right to enter into marriage;
 - (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
 - (c) The same rights and responsibilities during marriage and at its dissolution;
 - (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

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