



ZONTA INTERNATIONAL – LAA COMMITTEE 2008 - 2010

ADVOCACY FRAMEWORK

ZONTA GOALS ⁽¹⁾	CEDAW ⁽²⁾	CEDAW ARTICLES
<p>LEGAL STATUS</p> <p>(Including professional status)</p>	<p>Part I – Articles 1-6</p>	<p>Eliminate Discrimination (Article 1)</p> <p>For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.</p> <p>Policy Measures (Article 2)</p> <p>States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:</p> <p>(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;</p> <p>(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;</p> <p>(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;</p> <p>(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;</p> <p>(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;</p>

ZONTA GOALS ⁽¹⁾	CEDAW ⁽²⁾	CEDAW ARTICLES
<p>LEGAL STATUS (Including professional status cont.)</p>	<p>Part I – Articles 1-6 (cont.)</p>	<p>(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;</p> <p>(g) To repeal all national penal provisions which constitute discrimination against women.</p> <p>Guarantee of Basic Human Rights and Fundamental Freedoms (Article 3)</p> <p>State Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.</p> <p>Special Measures (Article 4)</p> <ol style="list-style-type: none"> 1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved. 2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory. <p>Sex Role Stereotyping and Prejudice (Article 5)</p> <p>(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;</p> <p>(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.</p>

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LEGAL STATUS (Including professional status cont.)	Part I – Articles 1-6 (cont.)	Prostitution (Article 6) - appropriate measures to be taken to suppress all forms of traffic in women and exploitation of the prostitution of women
	Part IV – Law (Article 15 - 16)	Law (Article 15) <ul style="list-style-type: none"> - women accorded equality with men before the law - equal rights re property, contracts and before courts and tribunals - any restrictions on the legal capacity of women be deemed null and void - women have equal right re movement of persons and the freedom to choose residence and domicile. Marriage & Family Life (Article 16) <ul style="list-style-type: none"> - same right to enter marriage and choose a spouse - same rights during marriage and at its dissolution - same rights and responsibilities as parents in matters relating to children; interests of the child is paramount. - same rights to decide freely and responsibly on the number and spacing of children and access to the information, education and means to enable them to exercise their rights. - same personal rights as husband and wife in right to choose family name, profession, occupation - same property rights - betrothal/marriage of a child to have no legal effect; min. age for marriage to be specified.
POLITICAL STATUS	Part II – Political and Public Life (Articles 7-9)	Political and Public Life (Article 7) <ul style="list-style-type: none"> - eliminate discrimination against women in political and public life <ul style="list-style-type: none"> - right to vote in all elections, referenda - eligible for election to all publicly elected bodies - participate in formulation of government policy and its implementation, to hold public office and perform at all levels of government - participate in NGOs and associations concerned with public and political life Representation (Article 8) <ul style="list-style-type: none"> - ensure women are on equal terms with men and without discrimination to represent their governments at the international level and to participate in the work of international organizations.

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POLITICAL STATUS (cont.)	Part II – Political and Public Life (Articles 7-9 cont.)	<p>Nationality (Article 9)</p> <ul style="list-style-type: none"> - women have equal rights with men re nationality of their children - Women to be on equal terms with men to acquire, change or retain their nationality.
ECONOMIC STATUS	Part III – Employment - (Article 11)	<p>Employment (Article 11)</p> <ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> (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:

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ECONOMIC STATUS (cont.)	Part III – Employment - (Article 11 cont.)	<p>(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;</p> <p>(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;</p> <p>(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;</p> <p>(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.</p> <p>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.</p>
	Part III – Economic and Social Benefits (Article 13)	<p>Economic and Social Benefits (Article 13)</p> <ul style="list-style-type: none"> - right to family benefits - right to bank loans, mortgages and other forms of financial credit - right to participate in recreational activities, sports and all aspects of cultural life.
	Part III – Rural Women (Article 14)	<p>Rural Women (Article 14)</p> <ol style="list-style-type: none"> 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

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ECONOMIC STATUS (cont.)	Part III – Rural Women (Article 14 cont.)	<p>they participate in and benefit from rural development and, in particular, shall ensure to such women the right:</p> <ul style="list-style-type: none"> (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.
EDUCATIONAL STATUS	Part III - Education (Article 10)	<p>Education (Article 10)</p> <ul style="list-style-type: none"> - same conditions for career and vocational guidance - access to the same curricula, exams, teaching staff with qualifications of the same standard and school premises and equipment of the same quality. - elimination of any stereotype concept of the roles of men and women - same opportunities to benefit from scholarships and other study grants - same opportunities to access programs of continuing education, including adult and functional literacy programs - reduction of female student drop-out rates and the organisation of programs for girls and women who left school prematurely - same opportunities to participate in sport and physical education

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		<ul style="list-style-type: none"> - access to specific educational information to help to ensure the health and well-being of families including information and advice on family planning.
HEALTH STATUS	Part III - Health (Article 12)	<p>Health (Article 12)</p> <ul style="list-style-type: none"> - equal access to health care services, including family planning - women provided with appropriate services re pregnancy, confinement and post-natal period, granting free services where necessary as well as adequate nutrition during pregnancy and lactation.

Notes:

1. The goals of Zonta International are:

- (a) to improve the legal, political, economic, educational, health and professional status of women through service and advocacy;
- (b) to work for the advancement of understanding, goodwill, and peace through a world fellowship of executives in business and the professions;
- (c) to promote justice and universal respect for human rights and fundamental freedoms;
- (d) to be united internationally to foster high ethical standards, to implement service programs and to provide mutual support and fellowship for members who serve their communities, their nations and the world.

ZI Bylaws, Article II, Objects (www.zonta.org)

2. (CEDAW) Convention on the Elimination of all Forms of Discrimination Against Women

(www.un.org/womenwatch/daw/cedaw/text/econvention.htm)

Articles 1 to 16 of the Convention are embraced under Zonta's Objects.