

**CEDAW
INDICATORS
FOR
SOUTH ASIA:
AN INITIATIVE**

**CENTRE FOR WOMEN'S RESEARCH (CENWOR)
SRI LANKA**

August 2004

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CENWOR was founded in 1984 as a non governmental, non profit organisation with a view to facilitating the realisation of the full potential of women in achieving equality in all spheres of life. It was formed by a group of academics, researchers and activists who were involved for several years in research and action oriented studies and programmes relating to women.

CENWOR's vision is gender equality and the empowerment of women. Its mission encompasses policy and action oriented research, dissemination of information - through library and documentation services, organisation of workshops, conferences, publications, production of videos and electronic media - advocacy, lobbying and networking on women's issues and relevant advisory services and pilot action programmes.

UNIFEM is the women's fund at the United Nations. It provides financial and technical assistance to innovative programmes and strategies that promote women's human rights, political participation and economic security. UNIFEM works in partnership with UN organizations, governments and non-governmental organizations (NGOs) and networks to promote gender equality. It links women's issues and concerns to national, regional and global agendas, by fostering collaboration and providing technical expertise on gender mainstreaming and women's empowerment strategies.

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INTRODUCTION

Indicators for Monitoring Implementation of CEDAW

All SAARC countries have ratified the UN Convention on Elimination of All Forms of Discrimination against Women, the key international human rights instrument on women's status. The Convention (CEDAW) recognises women's right to equal opportunities and life chances in the family, the community and within all countries that belong to the international community. When SAARC countries ratified the Convention they accepted binding obligations in international law to implement this Convention nationally. Though a particular government holding office at a particular time ratified the Convention, the Convention is an international treaty that binds the State and all successive governments.

CEDAW has to be implemented through laws, policies, programmes and resource allocation for implementing these interventions. The situation in regard to country performance is monitored by the CEDAW Committee of Experts, a treaty body that meets in New York twice a year, and receives the reports of countries on the subject of CEDAW implementation. Bangladesh, Bhutan, India, Maldives, Nepal and Sri Lanka have submitted their first or initial report, and now have to submit subsequent or periodic reports. Pakistan is finalizing its initial report.

One way of strengthening CEDAW implementation is to develop monitoring indicators that will help each country to assess their own progress, and work towards achieving the obligations undertaken under CEDAW. Consequently, there has been increasing interest in developing indicators. Some important work has been done by UNIFEM New York, and a preliminary document has been produced. UNIFEM South Asia Regional office also requested the Centre for Women's Research (CENWOR) to undertake a project on identifying CEDAW indicators from the perspective of countries of the SAARC region.

Developing regional CEDAW indicators for consideration and use by SAARC countries can be an important initiative that can strengthen the capacity of governments and NGOs to work together in implementing CEDAW. Indicators can also provide important information on the progress made in integrating the concluding observations of the CEDAW Committee into national initiatives. This is especially meaningful as a parallel exercise to other forms of enforcement of the treaty. There is, for instance the Optional Protocol to CEDAW, which has been ratified by Bangladesh and Sri Lanka. This provides for an individual complaints procedure, where violations of the rights of women by the State can be addressed directly to the CEDAW Committee. The CEDAW Committee can examine the complaint and advise the State on what it should do to give redress and fulfill its obligations under CEDAW. However, indicators provide a different strategy of monitoring the situation so as to **prevent** violations and **encourage proactive interventions** to realise the CEDAW

obligations. Indicators can thus be used to monitor infringement of women's rights, and their application can encourage individuals to use the Optional Protocol in Countries where governments have ratified the instruments. But they go beyond encouraging purely reactive measures and can be an important contribution in working towards CEDAW implementation.

How can Indicators be developed?

The CENWOR group has adopted a procedure of developing indicators directly without specifying the information that is to be elicited.

e.g. (a) Re Article 11

One indicator on this article will be labour force participation of women. This will be an indicator of women's access to employment in terms of CEDAW Article 11.

(b) Re Article 1

Indicators would be:

- (i) Recognition of specific articles guaranteeing gender equality and preventing sex and gender discrimination in national Constitutions
- (ii) Number of Court Cases where above constitutional rights have been enforced and women have obtained redress/remedies.

Accountability for realising women's human rights under CEDAW requires a State Party to respect, protect and fulfill these rights. This means that the State must ensure that it does not violate rights or permit violations through its own agencies. Protecting rights involves preventing violations by third parties. Fulfilling rights requires proactive measures such as legislation, policy planning, resource allocation, and programmes to realise rights. While respecting and protecting rights requires negative action fulfilling rights requires positive intervention. Multidisciplinary indicators will therefore be required to monitor implementation. Consequently the CENWOR group has a lawyer, two educationists, two economists and a health specialist.

Quantitative and Qualitative Indicators

Quantitative indicators will focus on numbers e.g. literacy rates, maternal mortality rates, labour force participation rates and numbers of successful prosecutions. Gender disaggregated data will have to be collected and analysed in terms of this data. Quantitative indicators provide information on the extent to which women enjoy equal rights and gender based discrimination has been eliminated.

Qualitative indicators

Qualitative indicators are broader and will focus on legislation, institutional arrangements, programmes and policies that are conducive to implementing the rights referred to in each article of CEDAW e.g. legislation on equal inheritance rights, laws on nationality, and domestic violence legislation will indicate that steps are being taken to implement CEDAW within countries. Similarly policy indicators will refer to social and other

government policies, e.g. policies on compulsory education, quotas in educational institutions for girl children, or quotas for women in local and national legislative bodies, and in decision making positions. Programmatic indicators, will refer to interventions such as legal aid services, shelters for women victims of violence, legal literacy programmes, food subsidies, micro credit programmes, women and children's desks in Police Stations, "One Stop" services for women in hospitals and health centres.

The very existence of such laws, policies and programmes will be a qualitative indicator. Qualitative indicators will provide information on the measures taken by the government and the progress made in working towards achieving women's human rights standards. They will indicate to what extent a government has fulfilled its obligations as a State Party that has ratified the Convention. Qualitative indicators may, also be quantified, and a numerical quantitative indicator developed to ascertain the situation of women. Qualitative and quantitative indicators can therefore be combined, and will provide information on the enjoyment of women's rights and the elimination of discrimination.

e. g. X number of laws protecting women workers
X number of shelters of women victims of violence at the District, National levels

Country Experience

The indicators are being developed using Sri Lankan materials with a view to identifying common indicators that can be relevant in South Asia in relation to commitments on each CEDAW article. Relevant CEDAW articles have sometimes

been grouped together. It is hoped that the development of indicators will also catalyse regional initiatives so as to address common problems and issues of concern for women in the region.

LAW

Article I

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.

Article 2

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:

- (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;
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;
- (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;

- (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;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

These are general articles on the definition of discrimination and women's human rights. They are relevant to the scope of the CEDAW Committee General Recommendation Number 4, 5, 6, 8, 9, 10, 12, 13, 14, 15, 16, 18, 19, 20, 21, 23 and 24. Since CEDAW has, with the exception of Article 6, no specific articles on violence against women, Articles 1 and 2 are used by the Committee to address violence against women. General Recommendation 19 of 1992 is often referred to in the CEDAW Committee's Concluding Observation, and is reinforced by the UN Declaration on Violence against Women (1993).

I Qualitative Indicators

1. Constitution Legislation Jurisprudence (developed by Courts) and Enforcement Mechanisms and Procedures

- Specific Articles in the Constitution that provide for equality, and prevents discrimination on the basis of sex or gender, covering in scope both discrimination in objective or purpose, and discrimination in effect or result.
- Constitutional provisions that provide for gender equality in the private non-state sector and prevents discrimination of objective or purpose and discrimination of effect or result, by non-state actors.
- The existence of Equal Opportunities legislation covering the public and private sector.
- Constitutional provisions or legislation legalising introduction of affirmative action or temporary special measures to realise de facto and de jure equality.
- Penal codes and or in special legislation such as domestic violence legislation and torture Acts that criminalises all forms of violence against women, with adequate deterrent punishments.
- Constitutional provisions that recognise torture and other forms of violence as infringement of fundamental rights.
- Constitutional provisions recognising incorporation of treaty law in general and CEDAW and CRC in particular.
- Constitutional provisions that enable courts to strike down laws that conflict with CEDAW or review Reservations.

- Evidentiary rules and legal procedures conducive to ensuring effective investigation and prosecution of acts of violence against women.
- Legal Procedures for enforcing rights of equality and non-discrimination guaranteed by the Constitution and the Courts.
- Professional Codes of Practice that make it mandatory to report abuse or adopt non-discriminatory policies.
- Codes of Practice and internal disciplinary procedures that hold public and private authorities accountable for violence against women and preventing it.
- Constitutional and legislative provisions on access to legal services.

2. Policies and Institutional Arrangements

- Institutional arrangements and complaints procedures such as Human Rights Commissions and Ombudsperson at national level, with local branch agencies. Their powers should include investigation and women's human rights under CEDAW.
- Allocation of human and financial resources for law enforcement, forensic medical support services, and other services required for investigation of violence against women and prosecution.
- Affirmative Action policies such as quotas, reservations for women.
- Institutional arrangements to integrate CEDAW Concluding Comments into national planning and planning of devolved political bodies, including establishment of Apex bodies on gender mainstreaming, or Cabinet Ministries responsible for Women's Affairs.

3. Programmes

- Human Rights Education and public awareness programmes in local languages on women's human rights and CEDAW.
- Curricula in legal educational/medical education institutions/and relevant education programmes such as teacher training courses, legal training and Police and Army Training facilities integrating CEDAW and women's human rights including violence against women.
- Leadership programmes for girls in schools and educational institutions and for women in trade unions on CEDAW and women's rights.
- Legal Aid programmes giving women access to legal services to bring complaints on infringements of fundamental rights, and criminal laws, to Courts or relevant bodies.
- CEDAW and Human Rights Education programmes among civil society and also targeted to the corporate sector.
- CEDAW and Human Rights Education programmes in Diplomatic, and Public Administration Training Institutions.
- Shelters, Drop in Centres, Counselling and Reintegration services for women who have suffered or are threatened with violence.
- CEDAW training for judiciary and lawyers as part of continuing education.
- Programmes to develop gender disaggregated data.

II Quantitative Indicators

- Number of cases of violence against women such as assault, torture, burn injuries, etc. treated in hospitals, and information on where this occurred.
- Court Cases and complaints of torture/rape in custodial situations.
- Number of cases of violence involving women, and gender discrimination investigated, and number of cases pending and successfully prosecuted or which gave relief requested.
- Gender disaggregated data on women in parliament and in decision making posts in public and private sector including foreign service and international organisations.
- Gender disaggregated data on women's voting and trade union participation.
- Gender disaggregated data on community based organisations undertaking participatory development programmes.
- Number of cases in which CEDAW and/or Constitution has been cited and or used to develop a jurisprudence on women's rights.
- Data on forced evictions.
- Number of hospitals providing facilities for identifying and treating cases of domestic violence, sexual abuse of women and children and abuse of elderly women.
- Number of forensic medical personnel trained on forensic procedures relevant to investigation and prosecution of violence against women.
- Number of divorces filed on ground of cruelty, violence.

- Number of publications on women's human rights and CEDAW in local languages and languages used in education/institutions.
- Budget for investigation and law enforcement agencies.
- Number of trained staff in police, prosecutors offices and other investigative agencies to investigate and prosecute violence against women and gender discrimination.

III Quantitative and Qualitative Indicators

- Number of NGOs and civil society organisations that include human rights education/training programmes on CEDAW and coverage [indicator I 3 (i)].
- Number of human rights education and training programmes on CEDAW for law enforcement agencies and professionals [indicator I 3 (ii) and 3 (v)].
- Number of shelters, drop in centres, reintegration facilities for women who have suffered violence or are victims of violence [indicator I 3(vi)].

Article 4

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.

This is a general section on temporary special measures/affirmative action to achieve substantive equality under CEDAW. It is placed, for the purpose of relevance to Articles 1 and 2, before Articles 3 and 5.

This article is relevant to CEDAW Committee General Recommendation Number 5, 8 and 23.

I Qualitative Indicators

1. Constitutional Provisions

- Specific Articles in Constitution that provide for equality, prohibit gender discrimination and define temporary special measures, thus facilitating adoption of temporary special measures in the domestic legal system.
- Constitutional provisions on applicability of concept of temporary special measures to non-state or private actors.
- Equal opportunities legislation applicable to public and private sector.
- Constitutional provisions helping to incorporate CRC Article 2 with reference to girls into domestic law.
- Professional Codes of practice that facilitate/encourage temporary special measures.

2. Policies and Institutional Arrangements

- Institutional arrangements, such as commissions that monitor adoption and implementation of temporary special measures, and ensure gender audits.
- Complaints Procedures on enforcement/implementation of CEDAW Article 4 and CRC Article 2 with reference to girls.
- Allocation of financial resources for implementation of temporary special measures.
- Affirmative action policies such as quotas, reservations for women.
- Institutional arrangements to integrate CEDAW Concluding Comments on temporary special measures into national planning and policy formulation.

3. Programmes

- Gender Audit schemes to monitor implementation of temporary special measures.
- Legal education and women's studies or political science programmes at graduate level that address and evaluate temporary special measures on gender.
- Legal services that facilitate enforcement of constitutional and legislative provisions on temporary special measures.
- CEDAW training for judges/lawyers on temporary special measures.
- Development of data bases to facilitate monitoring of temporary special measures.

II Quantitative Indicators

- Number of superior court cases that interpret and address temporary special measures.
- Number of cases brought to court to enforce policies/laws on temporary special measures.
- Number of sectors where temporary special measures are applicable or are covered by temporary special measures e.g. health, education, women in decision making.
- Sectors where gender disaggregated data available.
- Number of areas where parity has been achieved because of temporary special measures.

III Quantitative and Qualitative Indicators

- Number of public and private institutions which adopt/implement temporary special measures.
- Number of graduate educational programmes that help increase capacity on compiling gender disaggregated data.
- Number of graduate educational programmes (e.g. law, political science) that address and evaluate temporary special measures.

Article 3

States 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.

Article 5

States Parties shall take all appropriate measures:

- (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;
- (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.

These articles are relevant to CEDAW Committee General Recommendation Number 4, 5, 6, 9, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 23 and 24.

I Qualitative Indicators

1. Constitution Legislation and Jurisprudence

- Provisions in Constitution which empower courts to scrutinise customary law and practices and declare them void for conflict with CEDAW and or the Constitutional guarantees on human rights.
- Legislation that prohibits customs, practices that infringe CEDAW and women's human rights including the right to bodily security and protection from all forms of violence.
- Legislation recognising the concept of parental as distinct from maternal leave.

- Legislation or jurisprudence recognising joint and shared guardianship and parental responsibility of married and divorced couples.
- Legislation or jurisprudence recognising the best interests of the child and accommodating the mother's shared guardianship and parental rights through the concept.
- Legislation and or jurisprudence recognising the single mother's rights and responsibility.
- Constitutional provisions legislation or jurisprudence recognising the equal status of the non-marital child.
- Legislation or jurisprudence recognising the status of the widow and the single parent as breadwinner and or head of the family/household.

2. Policies

- Social security measures recognising the equal status of the single parent, single woman widows and married woman.
- Policies and resource allocation to support early child care and development and school interventions that can help to socialise boys and girls according to the standards of Art. 5.

3. Programmes

- Community Based Programmes on human rights education that create a context for studying and reviewing customary norms in the light of CEDAW.
- Expert groups working on harmonising CEDAW and Constitutional law and transforming local customary practices that conflict with them.

II Quantitative Indicators

- Number of customary laws that conflict/harmonise with CEDAW and identification of their varied scope and application.
- Social attitudes of different actors in society on gender roles and CEDAW norms.

III Quantitative and Qualitative Indicators

- Number of early child development school programmes/ centres that focus on socialising boys and girls in terms of CEDAW.

Article 6

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

This article is relevant to CEDAW Committee General Recommendation Number 6, 9, 12, 15, 19, 21, and 24.

I Qualitative Indicators

1. Constitution Legislation Jurisprudence, Enforcement Mechanisms and Procedures

- Constitutional provisions combined with enforcement procedures prohibiting trafficking and sexual exploitation of women and girls.
- Legislation and jurisprudence prohibiting trafficking and sexual exploitation of women and girls.

- Legislation imposing deterrent punishment for violence against women and children exploited in prostitution and in brothels and deliberate transmission of HIV/AIDS and STDs
- Immigration laws and procedures that provide mechanisms to monitor and prevent cross border trafficking in women and girls.
- Institutional arrangements for monitoring and reviewing law enforcement

2. Policies

- National Plans of Action to combat and trafficking.
- Financial and human resource allocation for preventing trafficking, investigation and prosecution, and for implementation of all aspects of the national plan.

3. Programmes

- Gender sensitisation training for law enforcement officers and immigration officials.
- Public education and awareness programmes on trafficking prevention measures.
- Provision of shelter and reintegration services for women and girls exploited in prostitution.
- Health and health education services on prevention, detection and treatment of HIV/AIDS and STDs.
- Legal Aid services for trafficking woman and girls.

II Quantitative Indicators

- Numerical indicators based on **I** (3) (i), **(ii)**, (iii) and (iv) above.

- Number of cases of trafficking investigated and prosecuted.
- Number of legal aid facilities available.

Article 7

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

- (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;
- (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;
- (c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

This article specifically addresses political participation and access to decision making.

This Article is relevant to CEDAW Committee General Recommendation Number 5, 6, 9 and 23.

I. Qualitative Indicators

Indicators specified in Article 4 are relevant but must be developed in the specific terms of the article: i.e.

- Voting in elections, national/municipal/ provincial.
- Access to membership of legislative bodies, national/municipal/provincial.

- Access to public office, and decision making in formulating and implementing government policy at the executive and administrative levels.
- Access to decision making and elected office in the private, corporate and non governmental sectors.

II. Quantitative Indicators

- Number of women elected to national parliaments, provincial bodies, municipal and local authorities.
- Number of women who are on the electoral lists of political parties at national and provincial level elections.
- Female voter participation at national, provincial elections.
- Number of women in cabinet and in senior executive positions in the public service.
- Number of women holding decision making positions and high executive office in the private/corporate/non-governmental sectors.

Article 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

This article specifically addresses women's access and participation in diplomatic office and at the international level.

This article is relevant to CEDAW Committee General Recommendation Number 5, 6, 8, 9, 10 and 23.

I. Qualitative Indicators

1. Constitution and Legislation

- Constitutional provisions on equality and affirmative action or temporary special measures that facilitate women's access to diplomatic posts and nomination for international posts.
- Equal opportunities legislation that applies to the diplomatic sector and international positions.

2. Policies and Institutional Arrangements

- Parliamentary or other procedures of endorsement, that provide for transparency in the selection and appointment of persons to diplomatic posts.
- Parliamentary or other procedures that provide for transparency in the nomination of persons for election to treaty bodies and international posts.
- Recruitment and Promotion Schemes to the Diplomatic posts that are merit based or which address gender disparities in the diplomatic service through temporary special measures.
- Diplomatic Training Institutes that give access to training and monitor women's participation.
- Establishment of women's commissions that can monitor women's participation in this area, as part of their mandate.

3. Programmes

- In service training programmes and access to post-graduate training for women in the diplomatic service.
- Affordable and accessible educational programmes in

International Affairs that can train women to choose diplomatic service and international office as a career path.

- Programmes to develop the capacity of Women's Organisation to lobby for and monitor the process of nomination of persons to Human Rights Treaty bodies and other international posts.

II Quantitative Indicators

- Number of women ambassadors.
- Number of women members nominated for election to Treaty bodies or international posts.
- Number of women elected to treaty bodies.
- Number of women in international posts.
- Number of women in the diplomatic service who have obtained opportunities for postgraduate studies or special training.

Article 9

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.
2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

This article is relevant to CEDAW Committee General Recommendation Number 4, 6, 20 and 21.

I Qualitative Indicators

1. Constitution Legislation and Jurisprudence

- Constitutional provision incorporating Art. 9.
- Legislation incorporating Art. 9.
- Jurisprudence giving women equal rights in terms of Art. 9.

2. Policies

- Administrative Regulations on Visas that conform with Art. 9.

II Quantitative Indicators

- Court cases where women have successfully challenged, arbitrary visa or nationality decisions in conflict with Art. 9.

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 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.

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;
 - (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.
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.

These articles are relevant to CEDAW Committee General Recommendation Number 4, 6, 9, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 24.

I Qualitative Indicators

1. Constitution Legislation and Jurisprudence

- Constitutional provisions that permit laws that discriminate against women, according to Art. 13, 15, 16 to be challenged in the Courts.
- Jurisprudence that enables women to enjoy the rights stated in Art. 13, 15, and 16.

- Laws and or jurisprudence that permit women to choose their residence and domicile on a basis of equality with men.
- Legislation, law reform prohibiting early marriage and setting minimum and equal ages of marriage for boys and girls and declaring underage marriage void and of no legal effect.
- Legislation making consent to marry an essential requirement of a valid marriage.
- Legislation prohibiting male control over access to education, property transactions, access to credit, and women's right to work outside the home.
- Legislation giving equal right of inheritance and property distribution in the family where it has not been disposed of by will.
- Legislation providing a defined portion of the inheritance for women
- Family members where the deceased disposes of property by will.
- Laws providing women with access to land and housing in State land distribution and Housing Schemes.
- Laws giving unmarried women and unmarried mothers' equal rights in family property and in regard to their children.
- Laws giving women equal rights in matrimonial property and preferably introducing the concept of shared pooling of assets or community of property.
- Laws securing a woman's right to live in the matrimonial home until the dissolution of the marriage.
- Laws giving women equal parental rights of guardianship and custody.

- Laws imposing equal responsibilities of spousal and child support taking into account women's economic/ strengths and continuing capacity and incorporating procedural safeguards for immediate enforcement.
- Laws permitting a woman to carry her own name if she chooses to.
- Law for registration of birth and marriage.
- Laws permitting women divorce on grounds of domestic violence and for irretrievable breakdown of the marriage, with adequate provision to secure rights regarding maintenance, property and child custody pending, and after dissolution of marriage.
- Domestic violence legislation providing for restraining court orders to be issued.
- Domestic violence legislation and or Penal Codes making marital rape an offence.
- Laws criminalising incest.
- Provision for family counselling integrated into divorce laws.

2. Policies and Institutional Arrangements

- Establishment of family courts with swift legal procedure to decide matrimonial disputes.
- Financial and human resources for incorporating counselling into family dispute adjudication and/or settlement.
- Establishment of accessible facilities for registration of births and marriages.
- Compulsory education policies.

3. Programmes

- Gender sensitisation training for family court judges and lawyers practicing in these courts.
- Gender sensitisation training for family counsellors.
- Legal literacy programmes for women.
- Public education programmes on women's rights, CEDAW, gender discrimination issues, of importance in the community.
- Gender sensitive evaluation and review of curriculum at university and school level in terms of CEDAW.
- Programmes to study and review of plural family laws of ethnic and religious communities in the light of CEDAW and propose changes to harmonise them.
- Drafting of generally applicable codes on areas of family law e.g. child support and spousal support, which persons of all communities can adopt by choice.

II Quantitative Indicators

- Number of matrimonial disputes filed by women in courts and pending or completed and granting redress claimed.
- Number of spousal and child support cases where awards made.
- Number of women obtaining credit for banks as independent constituents.
- Number of registered marriages.
- Number of women allocated state land or housing.
- Number of cases of domestic violence investigated or prosecuted on the basis of health services records, and court records and records of legal aid services.

- Number of facilities offering family counselling, free legal aid and legal literacy for women.
- Number of court cases that have challenged discriminatory laws and policies, which conflict with CEDAW standards under Articles 13, 15 and 16.

EDUCATION

Article 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;
- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;
- (d) The same opportunities to benefit from scholarships and other study grants;
- (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at

reducing, at the earliest possible time, any gap in education existing between men and women;

- (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;
- (g) The same Opportunities to participate actively in sports and physical education;
- (h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

This article is relevant to the scope of the CEDAW Committee's General Recommendations. 3, 5, 9, 15, 18 and 21.

I. Qualitative Indicators

1. Legislation and Regulatory Framework

- Specific articles in the Constitution that prevent discrimination in education on the basis of sex or gender.
- Specific articles in the Constitution that promote universal access to education/equal educational opportunities for girls/women and boys/men.
- Provisions in the Constitution/Education Legislation for compulsory education for a specified age group of girls and boys.
- Provision in educational legislation for free education at specified levels of education.
- Provision in educational legislation for State provision of educational opportunities at all levels for girls/boys and women/men.
- Ratification of the UN Convention on the Rights of the Child.

2. Policies

Educational opportunity - access

- Institutional arrangements for implementation of compulsory educational legislation
- Promotion of equal educational opportunities for girls/women and boys/men.
- Policies providing incentives to facilitate access of girls and boys to education
 - ❖ Free textbooks
 - ❖ Free uniform materials
 - ❖ Midday meals
 - ❖ Subsidised transport
 - ❖ Scholarships at different educational levels – eg. secondary, university
- Affirmative action to reduce gender inequalities in educational participation
 - ❖ Quotas in education to secondary schools, universities, other tertiary education institutes, vocational training programmes
 - ❖ Special scholarships for girls

Distribution of knowledge and skills

- Provision of common curricula and examinations for girls and boys at primary, junior secondary and senior secondary levels.
- Provision of gender differentiated courses in
 - ❖ Secondary schools
 - ❖ Vocational training institutions
- Promotion of gender equality through the curriculum, textbooks and educational practices in

- ❖ Schools
- ❖ Universities
- ❖ Teacher education institutions
- ❖ Other tertiary and vocational education institutions
- Promotion of participation of women in non traditional vocational training programmes.
- Incorporation of reproductive health and sex education in secondary school and tertiary education curricula.

3. Programmes

Gender specific interventions

- Non formal education programmes for out of school girls and boys.
- Special programmes to increase the access of girls and women to education.
- Educational provision for children with disability.
- Special vocational training programmes for women.
- Motivational programmes to increase enrolment of women in technical related training programmes.
- Programmes
 - ❖ To identify and eliminate gender role stereotypes
 - ❖ To introduce concepts of gender equality in educational materials
- Organisation of school based assessment programmes that evaluate also attitudes and values such as gender equality, empowerment of women.
- Gender sensitisation programmes of
 - ❖ Teachers – pre-service and in service
 - ❖ Educational officials
- Programmes to increase the percentages of

- ❖ Women teachers
- ❖ Women Principals of schools and training institutions
- ❖ Women Vice Chancellors and Professors in universities
- ❖ Women in decision making positions in the educational administration
- Literacy/functional literacy programmes for illiterate women and women with very low literacy levels
- Adult education programmes to meet specific needs of women e.g. health, income generating skills, self confidence, initiative, leadership
- Programmes to overcome socio-cultural barriers to the participation of women in specific games and sports.

II Quantitative Indicators – Gender Disaggregated Data

1. Educational participation by sex as well as urban/rural, district
 - Pre-schools
 - Age specific participation rates
 - ❖ 5 – 9 years
 - ❖ 10-14 years
 - ❖ 15-19 years
 - ❖ 20-24 years
 - Retention rates – primary education
 - ❖ Junior secondary education
 - ❖ Senior secondary education
 - Drop-out rates - primary grades
 - ❖ Junior secondary education
 - ❖ Senior secondary education

- Percentage girls of total enrolment in
 - ❖ Grades 1 – 5
 - ❖ Grades 6 – 8/9
 - ❖ Grades 9 – 10/10 – 11
 - ❖ Grades 11 – 12/12- 13
(according to grade structure)
- Percentage of girls in secondary schools in
 - ❖ Science streams/classes
 - ❖ Commerce streams/classes
 - ❖ Technical skills schemes/classes
- Percentage of girls in non formal literacy/educational programmes
 - ❖ Percentage of women students entering universities
 - ❖ Percentage of women of students enrolled in universities
- Percentage of girls with disability of children with disability in
 - ❖ Schools
 - ❖ Other institutions
 - ❖ Special institutions for children with disability
- Student distribution by sex in university faculties (percentage)
- Percentage of women in other tertiary education institutions, e.g.
 - ❖ Colleges of Education
 - ❖ Nursing Schools
 - ❖ Accounting courses
 - ❖ Management courses
 - ❖ Technology related institutions
 - ❖ Computer skills programmes

- ❖ Business studies
 - Percentage of women in vocational training institutions
 - ❖ Technical education
 - ❖ Vocational centres
 - ❖ Agricultural training courses
 - ❖ Commerce/secretarial courses
 - ❖ Entrepreneurship training programmes
 - Percentage of women in
 - ❖ Adult literacy programmes
 - ❖ Adult education programmes
2. Gender specific facets of education facilities
- Percentage of co-educational schools, girls' schools, boys' schools.
 - Percentage of schools/educational institutions with specific curriculum/skills programmes for women.
 - Percentage of university students in women's studies programmes.
 - Percentage of teachers by sex and qualifications - primary, secondary and tertiary levels
3. Gender specific Performance Indicators
- Percentage of girls/women of total successful in
 - ❖ Competitive scholarship examinations at all levels
 - ❖ National cognitive/achievement tests at primary and junior secondary levels
 - ❖ Public secondary school examinations - distinction, merit pass/equivalent, pass, failure
 - ❖ University examinations
 - Percentage of women of graduate output from universities in different disciplines.

- Percentage of women output of professional tertiary education institutions.
 - Literacy levels by sex for
 - ❖ Age groups
 - ❖ Urban/rural population
 - ❖ District based population
 - Educational attainment levels of population by sex
4. Women in decision making positions in the education sector
- Percentage of women Principals of schools of all Principals
 - In universities
 - ❖ Percentage of women Professors, Senior Lecturers, Lecturer
 - ❖ Percentage of women Vice Chancellors, Deans, Head of Departments, Registrars
 - ❖ Percentage of women in University Councils
 - ❖ Percentage of women in the University Grants Commission/equivalent
 - Percentage of women of a) heads and b) staff in
 - ❖ Tertiary education institutions
 - ❖ Vocational education institutions
 - Percentage of women in policy making/advisory Educational Commissions, Boards/ Councils

III Qualitative and Quantitative Indicators

- Number of sports/games in which women participate
- Number of women's studies/gender education courses in universities
- Number of Community Based Organizations/women's organizations providing literacy/education programmes for women

EMPLOYMENT

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

This article is relevant to the scope of the CEDAW Committee's General Recommendation Numbers 5, 9, 11, 13, 15, 16, 17, 18, 19 and 21.

Elimination of discrimination against women in the field of

employment to ensure the right to employment on the basis of equality of women and men.

I. Qualitative Indicators

1. Legal Framework

- Specific articles in the Constitution to guarantee the right of women to work, as a human right
- Specific provisions in the Constitution to ensure the same employment opportunities to women and men in the –
 - ❖ Public sector
 - ❖ Private sector
- Specific provision in the Constitution for the right of association – e.g. Trade Unions
- Provisions in labour legislation to ensure in the formal sector and the informal sector,
 - ❖ Minimum age of employment for women and men
 - ❖ Equal remuneration for women and men workers Salaries/wages; benefits; overtime; bonuses
 - ❖ Paid and unpaid leave
 - ❖ Job security
 - ❖ Protection against occupational hazards and compensation
 - ❖ Restriction on employment of women in Night work; underground work; mine work;
 - ❖ Conditions pertaining to termination of employment
- Provision in labour legislation for maternity leave and benefits –
 - ❖ Duration

- ❖ With/without pay
- ❖ With/without loss of service and seniority
- ❖ Protection against dismissal during maternity leave
- Provision for parental leave
 - ❖ Duration
 - ❖ With/without loss
- Legal provision for
 - ❖ Childcare services for working women
 - ❖ Provision for nursing breaks for breast feeding mothers
- Legislation pertaining to piece rate work/outwork
- Legislation to ensure women's land rights on the basis of equality with men.
- Equal right of women with men to social security
 - ❖ Retirement
 - ❖ Unemployment
 - ❖ Illness, incapacity
- Legislation to address sexual harassment and violence against women in the workplace
- Ratification of employment related UN Conventions e.g. migrant workers
- Ratification of ILO Conventions pertaining to employment - e.g. industry, migrant workers, trade unions
- Bilateral agreements between receiving and sending countries for the protection of migrant workers

2. Policies

Discrimination in employment

- Policies that discriminate against women with respect to –
 - ❖ Recruitment e.g. quotas, marital status
 - ❖ Promotion for upward occupational mobility
 - ❖ Job security
- Policies to eliminate discrimination in employment
- State policies regarding negotiations with Trade Unions regarding equal remuneration for work of equal value and working conditions of women
- Policies to eliminate gender segregation in the labour market e.g. quotas or other measures such as
 - ❖ Provision of vocational orientation in schools
 - ❖ Increasing access of women to skills training in the agriculture, industry and services sectors
 - ❖ Equal access to apprenticeships and placement programmes
 - ❖ Increasing access to technology
 - ❖ Reducing the gender digital divide

Increasing access to employment

- Policies to provide access to self employed women and women entrepreneurs to –
 - ❖ Credit facilities
 - ❖ Concessionary credit facilities.
- Policies to ensure equal access of women to state land allocated in settlement schemes.
- Policies to assist migrant women workers in –
 - ❖ Recruitment
 - ❖ Training
 - ❖ Job contracts

- ❖ Conditions of work
- ❖ Welfare of family left behind
- Provision of flexible working patterns to enable women to combine employment and family responsibilities.
 - ❖ Flexible hours
 - ❖ Job sharing
 - ❖ Part time employment
- Policies to review and introduce changes in protective labour legislation

Social security

- Policies enforcing a mandatory age of retirement for
 - ❖ Women
 - ❖ Men
- Policies permitting a voluntary age of retirement for
 - ❖ Women
 - ❖ Men
- Policies pertaining to the contribution of women and men to
 - ❖ Pension funds
 - ❖ Provident funds
- Policies pertaining to entitlement to pensions and provident fund payment
 - ❖ Widows
 - ❖ Widowers
- Availability of state insurance policies for
 - ❖ Women
 - ❖ Men in the informal sector e.g. farmers, self employed, fisher folk
- Social security for single parents and widows

- Policies pertaining to compensation packages or “golden hand- shakes” to
 - ❖ Women workers and
 - ❖ Men workers retrenched or retired prematurely

Gender based violence

- Policies by
 - ❖ State
 - ❖ Employers
 - To protect women from sexual abuse or harassment in the workplace
 - To ensure punitive action against perpetrators of violence against women

3. Programmes

Gender specific interventions

- Entrepreneurship programmes to facilitate women’s participation in –
 - ❖ Micro enterprises
 - ❖ Small enterprises
 - ❖ Large scale business ventures
- Programmes to increase the participation of women to technology/technical/IT based training in order to increase access to remunerative employment opportunities.
- Support programmes for women workers
 - ❖ Export Processing Zones,
 - ❖ Overseas migrant labour
 - ❖ Sub-contracted industries
 - ❖ Self employment/micro enterprises
 - ❖ Plantations

- Support programmes for retrenched/involuntarily retired women workers, including retraining programmes
- Support programmes for victims of gender based violence in the workplace
- Programmes for the child care of
 - ❖ Pre-school age children and
 - ❖ After school care of schooling children of women workers by
 - The state
 - Employer
 - Other agencies
- Training programmes for personnel responsible for care of children of women workers e.g. day care, crèches
- Programmes to assist low income workers through
 - ❖ Poverty alleviation programmes
 - ❖ Public assistance programmes
 - ❖ 'Food for work' programmes by
 - State
 - Non state agencies
- Gender sensitization programmes for
 - ❖ Policy makers and senior administrators
 - ❖ Employers and Managers
 - ❖ Trade Union officials
- Programmes to create awareness of economic rights among women
- Availability of gender disaggregated data pertaining to women workers e.g.
 - ❖ Working conditions
 - ❖ Impact of labour legislation
 - ❖ Use of opportunities for flextime

II Quantitative Indicators – urban/rural, public/private sector

1. Labour force participation
 - Female and male age specific labour force participation rates
 - ❖ Age 15 – 24
 - ❖ Age 25 – 44
 - ❖ Age 45 – 60
 - Percentage of women in the labour force
 - ❖ Age 15 – 24
 - ❖ Age 25 – 44
 - ❖ Age 45 – 60
 - ❖ Over 60 years
 - Percentage of women in wage employment
 - ❖ Age 15 – 24
 - ❖ Age 25 – 44
 - ❖ Age 45 – 60
 - ❖ Over 60 years
 - Female and male unemployment rates
 - ❖ Age 15 – 24
 - ❖ Age 25 – 44
 - ❖ Age 45 – 60
 - ❖ Over 60 years
 - Percentages of
 - ❖ Employers in the female labour force and male labour force.
 - ❖ Women employers of total number of employers
 - Percentage of self employed
 - ❖ In the female labour force
 - ❖ In the male labour force

- ❖ Self employed women of total self employed labour force
- Percentage of
 - ❖ Unpaid women in the family workers in the family labour labour force
 - ❖ Unpaid women family workers of total number of unpaid family workers
- Percentage of women in wage employment
 - ❖ Full time
 - ❖ Part time
- Percentage of women in the labour force in Export Processing Zones
- Percentage of women of overseas migrant workers
- Percentage of women in the plantation labour force
- Percentage of women in the agriculture labour force
- Percentage of women in the labour force in manufacturing industry
- Percentage of women in the professions
- Percentage of women in Information Technology related employment
- Percentage of women in clerical related services
- Percentage of women in sales and services
- Percentage of women workers in piece rate/outwork
- Percentage of women owning land in settlements
- Percentage of women workers in the formal sector who have opted for flexi time
- Professions/occupations filled
 - ❖ Predominating by women (> 60)
 - ❖ Predominating by men (> 60)
- Professions/occupations in which women are under-represented (<30%)

- Percentage of women workers' contribution to GDP
 - Percentage of women workers contribution to foreign revenue from Employment.
2. Access to support services
 - Percentage of women beneficiaries in insurance schemes in the informal sector e.g. farmers, self employed
 - Percentage of employers providing
 - ❖ Child care services
 - ❖ Nursing breaks for lactating mothers
 - Percentage of children in child care
 - ❖ < 3 years
 - ❖ 3 - < 5 years
 - Percentage of
 - ❖ Women workers
 - ❖ Men workers
 in Trade Unions
 - Percentage of women among Trade Unions officials
 - Number of fundamental rights cases regarding discrimination against women in employment
 3. Gender based violence
 - Number of cases of
 - ❖ Sexual abuse
 - ❖ Sexual harassment
 in the workplace

III Qualitative & Quantitative Indicators

1. Number of
 - NGOs

- CBOs
 - Women's organisations organising
 - ❖ Skills training programmes
 - ❖ Self employment programmes for women
2. Number of special credit schemes for self employed women

HEALTH

Article 12

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.
2. Notwithstanding the provisions of paragraph I of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Article 12 of CEDAW refers to all appropriate measures which eliminate discrimination in relation to health care for women, and to ensure equality on the basis of access to services with special emphasis on family planning. This article also makes special mention of services in relation to ante-natal care, care at delivery, and post natal care, free services and maternal nutrition. There is reference to HIV/AIDS within the context of reproductive health, life styles and the work and home environments as these impact on health, and health needs in special situations

The proposed indicators have been divided into the two broad groups of qualitative and quantitative.

I Qualitative Indicators

These indicators are relevant to the scope of the CEDAW General Recommendations Numbers 1, 2, 3, 5, 6, 9, 12, 14, 15, 18 and 19.

1. Laws and Policies

- The formulation of a policy on women's health which is directed towards the goal of access to health care, the reduction of inequality and the elimination of discrimination.
- Development of a Reproductive Health Policy with special emphasis on Family Planning including equitable access of men and women to FP services and knowledge with particular attention on the reproductive health needs of adolescent girls, boys and youth. This should also include an effective response to health needs during critical points in the life cycle of women, including the older ages, screening and services for cancers of the reproductive tract and reproductive tract infections. This should also include disabled and women in special situations.
- Advocacy on and the development of a policy and laws on safe abortion procedures/post-abortion counselling and services.
- Formulation of a nutrition policy which includes special emphasis on maternal under nutrition including micronutrient deficiencies such as anemia and iodine deficiency disorders, nutritional deficiencies among adolescent girls and the elimination of gender discrimination in the distribution of food and feeding practices among girls and boys at household level.

- Enactment of laws and the establishment of a policy on maternity leave and its effective implementation covering both the public and private sector.
- Formulation of a Policy on the Prevention and Control of HIV/AIDS and STI's (Sexually transmitted infections) which includes a positive response to the gender dimensions of HIV/AIDS such as HIV/AIDS during pregnancy, the increased vulnerability of girls and women to HIV/AIDS, women in high risk situations such as those involved in commercial sex networks, those who have migrated for employment, and women in conflict situations/refugees.
- Development of policies related to the role of the health sector and health care providers in relation to violence against women. This includes a healthcare response to rape, domestic violence and incest as well as physical and mental abuse. This should also include identification of such incidents of violence through the health care system and by health care providers as well as other related services for women, the provision of therapy and counselling, forensic support for effective legal action, and psychosocial care, support services.
- Laws and policies which are designed to prevent and ban the conduct of sex determination during pregnancy, to ensure the elimination of female foeticide.
- Laws and policies in relation to the trafficking of women and girls, to provide them with relevant health care, psychosocial services and counselling.
- Laws and standards related to the health of women in work places and industries, the prevention of occupational health hazards, and ensuring safety

- precautions particularly during pregnancy.
- Policies related to the prevention and control of traditional practices which harm the health status of women and girls.

2. Programmes

These are relevant to the scope of the CEDAW General Recommendations Number 5, 12, 15, 18 and 19.

- Development of a widespread network of reproductive health services, education and access to information with special emphasis on Family Planning services for Adolescent girls, boys and youth and services for older women including screening and other services in relation to cancers of the reproductive tract. This should also include programmes in relation to HIV/AIDS and STD prevention and control, and prevention and control of mother-to-child transmission of HIV/AIDS.
- Formulation and implementation of nutrition programmes for pregnant and lactating mothers particularly focused on geographical areas with high levels of under-nutrition or among disadvantaged groups. This should also include adolescent girls. This should also include programmes to combat anemia among and iodine deficiency disorders among girls and women.
- Awareness raising and education programmes on nutrition which promote gender equity in food distribution at household level particularly during pregnancy, adolescence and in early childhood.
- Health Programmes which provide services to girls and

women victims of gender based violence, including therapy/counselling and forensic support for legal redress.

- Health services for women in special situations such as those who are disabled migrant women, those affected by conflict/refugees, women with mental/psychosocial problems and those in institutions.

3. Institutional Aspects

These are relevant to the scope of the CEDAW General Recommendations Number 5 and 9.

- Numbers of and categories of women health care providers including their seniority, in the public and private health care systems.
- Availability of training, educational opportunities and career advancement prospects for women health workers and health professionals. This should also include establishing standards for the working conditions for women.
- Inclusion of women's health issues in the curricula and training programmes at all levels among different categories of health and medical professionals, particularly in the medical colleges.
- The introduction of sex disaggregation in mortality and morbidity data collected through the health infrastructure and routine health care services reporting systems. This could enable better monitoring of progress on women's health based on set targets, goals and objectives.

II Quantitative Indicators

These are relevant to the scope of the CEDAW General Recommendations Number 9, 12, 15 and 19.

1. Leading causes of morbidity and mortality

Each of the following indicators should include where relevant and possible trends over time, the sex differential, significant differences by age group, regions, migrant and socio-economic groups, urban/rural variations.

- Leading causes (first five) of mortality and morbidity by sex.
- Cause specific mortality and morbidity by sex and age groups (0-4), (5-14), (15-24), 25-34), (35 – 49) and 50 plus.
- Morbidity in relation to the mental and psychosocial health problems of women.
- Sex disaggregated infant mortality and under five mortality (first five leading causes).
- Crude birth rate among girls/boys
- Crude death rate women/men

2. Nutritional status

- Sex differentials in feeding practices during early childhood (0 – 5 years).
- Intra family food distribution practices which discriminate against girls/women.
- Sex differences in weight-for-age, weight for height or height for age in early childhood (0 – 5 years).
- Nutritional Anemia in Adolescent girls, women (15 – 45 years) and during pregnancy.
- Iodine deficiency disorders in girls/women.

- Weight gain in pregnancy/prevalence of low birth weight which signifies maternal under-nutrition.
- Osteoporosis in older women/post menopausal.

3. Reproductive health

Some of the following are relevant to CEDAW General Recommendations Number 15 and the others to 9, 12, and 19.

- Maternal mortality and morbidity and its leading causes (first five).
- Prevalence of teenage pregnancies (under 18 years).
- Age – specific fertility.
- Average numbers of live births per woman.
- Contraceptive prevalence rates.
- Legal and cultural barriers to the use of scientific methods of contraception by women.
- Legal status of abortion.
- Extent of induced abortion, illegal abortions and septic abortions.
- Extent of miscarriages and still births.
- Coverage of Awareness/Educational programmes for girls/women on their increased vulnerability to sexually transmitted infections (STI's) and HIV/AIDS.
- Prevalence of Reproductive Tract Infection (RTI's) STI's and HIV/AIDS among girls/women.
- Sex differential among HIV/AIDS positive persons.
- Prevalence of HIV/AIDS during pregnancy.
- Influence of gender stereotyping which enhances the vulnerability of women/girls to (STI's) and HIV/AIDS.
- Prevalence of cancers of the breast, uterus, cervix and ovary.
- Levels of sub-fertility and Infertility, main causes. Sex disaggregated.

- Necessity for authorization by the husband of a married woman for her to obtain contraceptives ... sterilization services.
- Existence of harmful traditional practices which have an impact on the health status of girls/women specifically Female Genital Mutilation (FGM)

4. Life styles, home and work environment impact on health status

These are relevant to the scope of the CEDAW General Recommendations Number 13 and 16.

- Health risks in homes related to overcrowding, dampness, smoke, lack of access to safe water and sanitation.
- Health risks due to a gender biased division of labour in homes and related household responsibilities. This would include fetching water from a long distance, carrying heavy loads, pounding and grinding, working with fire, handling waste and the caretaker role in relation to both children and elderly parents. This particularly carries increased health risks to women during pregnancy.
- Occupational health risks related to agricultural and industrial work, work in export promotion zones, commercial sex work, migration for employment and the hospitality industry.
- Practice of Female Genital Mutilation (FGM)/ Circumcision (country or area specific) and other practice during adolescence which are harmful to the health status of women.

5. Women and violence

These are relevant to CEDAW General Recommendation No. 12.

- Prevalence/incidence of rape, attempted rape, sexual assaults, incest, domestic violence, physical and mental abuse as recorded in hospital admissions and out-patients department, including both the public and private sector.
- Health consequences of gender based violence, based on hospital records/mortality and morbidity records.

6. Health needs of women in special situations

- Women affected by armed conflicts, displaced, refugees and war widows.
- Migrant women.
- Disabled women.
- Women and girls in psychiatric institutions, homes for the destitute and homeless, care institutions, institutions when aged and in prisons.

7. Access to health care

These are relevant to the scope of the CEDAW General Recommendations Number 5, 12, 15, 18 and 19.

- Access to health and the extent to which needs are met.
- Quality of care provided through the Health Services including maternal care and F. P. Services and the maintenance of confidentiality and gender sensitivity.
- Gender differentials in access to health services.
- Free access to antenatal care, trained care and delivery, emergency obstetric care and post-natal care.

- Percentage of deliveries performed by trained birth attendants.
- Availability of pre-natal sex determination services.
- Access to services and information on modern and scientific methods of contraception.
- Access to psychosocial therapy and care for women/girl victims of gender based violence including trafficking.
- Access to a therapeutic abortion for women/girl victims of rape, incest other forms of gender based violence.
- Access to therapy and care for women affected by HIV/AIDS with special reference to those who are pregnant.

WOMEN IN THE RURAL SECTOR

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;
 - (b) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as +
 - (c) Ell 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.

This article is relevant to the CEDAW Committee's General Recommendations Number 3, 5, 9, 11, 13, 15, 16, 17, 18, 19 and 21.

Ensure application of provisions of CEDAW to women in rural areas.

I. Qualitative Indicators

1. Legislation

- Indicators in other articles – law, education, employment, health, - are applicable to women in the rural sector as women's rights are a cross cutting issue.

2. Policies

Access to resources and skills

- Policies to ensure the participation of rural women in development planning, and implementation and monitoring of rural development programmes

- Policies that meet the specific needs of women in the rural sector.
- Policies to ensure land ownership rights of women in the rural sector.
- Policies to expand wage employment opportunities in the rural environment.
- Policies to promote enterprise development in agriculture, industry and services.
- Policies to facilitate the access of rural women to
 - ❖ Credit
 - ❖ Technology
 - ❖ Markets
- Insurance policies for farmers, the self employment, fisher-folk.
- Promoting rural co-operative, rural banking, women's banks and self help groups.

Women as actors in development

- Mobilising women to organize themselves as autonomous groups.
- Promoting the participation of rural women and men as community leaders and as actors community based organizations.
- Policies to increase the education levels of women in the rural sector, and functional literacy among illiterate women.
- Promoting the increased access of women to extension services and technical skills.
- Policies to extend health care, family planning services and counselling in the rural sector.

Access to infrastructure

- Policies to enhance the quantum and quality of rural infrastructure
 - ❖ Housing and shelter
 - ❖ Safe water supplies – (pipe water, protected wells)
 - ❖ Wholesome sanitation – separate toilets in each house
 - ❖ Access to major roads as well as access roads in villages
 - ❖ Universal access to electricity
 - ❖ Increased access to telephones, IDD facilities, faxes, e-mails

3. Programmes*Access to resources and skills*

- Rural development programmes that increase skills and incomes of rural women and their families.
- Non formal education programmes for out of school children
- Skills development programmes to extend the economic role of women in the rural sector
 - ❖ Food processing
 - ❖ Value added agricultural products
 - ❖ Rural industries
 - ❖ Computer skills – word processing, maintenance of computers
- Programmes to facilitate at least 50% participation of women in village extensions programmes
- Access of women to market outlets
- Access to credit
 - ❖ Women's Banks linked to local banks and controlled by women
 - ❖ Rural Co-operatives and self help groups

Access to infrastructure and services

- Pre-schools and child care centres for children of working women
- Rural electrification programmes
- Construction of access roads in villages
- Water supply and sanitation
- Programmes to increase access to telephones
- Establishment of tele centres
- Programmes to strengthen peripheral health services
- Inclusive programmes and social protection of very poor and socially disadvantaged groups

Empowering rural women

- Active community based organisation and women's groups mobilising rural women as actors in development

II Quantitative Indicators

- Educational participation - refer article 10
- Access to vocational training – refer Article 10, 11
- Health indicators – refer Article 12
- Labour force data - refer Article 11
- Rural women's assets
 - ❖ Percentage of rural women owning land
 - ❖ Percentage of rural women owning houses
 - ❖ Percentage of rural women in control of bank accounts, savings accounts
- Access to skills and resources
 - ❖ Percentage of rural women participating in Agriculture extension programmes
 - ❖ Farm mechanisation training

- ❖ Industrial technology e.g. rural industries
- ❖ Computer skills programmes including service and maintenance
- Percentage of women in rural enterprise development
- Percentage of women in credit schemes
- Number of tele centres with women's participants
- Access to infrastructure. Percentage of households in the rural sector with access to
 - ❖ Safe water,
 - ❖ Toilets
 - ❖ Electricity
 - ❖ Telephones
 - ❖ Radios
 - ❖ E-mail
 - ❖ Faxes
 - ❖ Internet

III Qualitative and Quantitative Indicators

- Number of –
- Integrated Rural Development Programmes
 - Regional Rural Development Progress
 - Rural Economic Advancement Programmes

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