CARICOM Strategy: Equality and Social Inclusion (CEDAW Part I and II)



Beijing Platform for Action (BPfA) G. Women in Power and decision Making

Beijing Platform for Action (BPfA) I. Human Rights of Women

Beijing Platform for Action (BPfA) J. Women and the Media

Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) Article 7: Political and public life

Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) Article 8: Representation

TEMPORARY SPECIAL MEASURES

The Bahamas

19. The Committee is concerned at the absence of a comprehensive strategy for adopting and implementing temporary special measures to achieve substantive equality of women and men in the State party in all areas of the Convention where women are underrepresented or disadvantaged, including political and public life, education, employment and health.

20. The Committee recommends that the State party make better use of temporary special measures as tools for accelerating gender equality in accordance with article 4 (1) of the Convention and the Committee's General Recommendation No. 25 (2004) on temporary special measures, including by leveraging sectoral policies, targets, medium term plans and SDG implementation modalities and consider introducing quotas and other proactive measures accompanied by incentives, and sanctions for noncompliance, with a view to achieving substantive equality of women and men in all areas covered by the Convention in which women are underrepresented or disadvantaged, such as public and political life, education, health and employment.

Barbados

19. The Committee is concerned at the absence of a comprehensive strategy for adopting and implementing temporary special measures to

achieve substantive equality of women and men in the State party in all areas of the Convention where women are underrepresented or disadvantaged, including political and public life, education, employment and health.

- 20. In line with article 4 (1) of the Convention and recalling its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:
- (a) Develop a comprehensive strategy for adopting and implementing temporary special measures to achieve substantive equality of women and men in the State party;
- (b) Provide capacity-building to all relevant State officials and policymakers and to political parties, in particular on the concept of temporary special measures and their adoption and implementation, including time-bound goals and quotas, directed at achieving substantive equality of women and men in all areas in which women are underrepresented or disadvantaged, including in political and public life, education, employment and health.

Grenada

- 21. While noting that temporary special measures will be discussed during the consultations on the national gender equality policy, the Committee is concerned about the position of the State party that it does not envision applying such measures but rather opts for the gradual recognition of equal opportunities through the elimination of stereotypes over time.
- 22. The Committee urges the State party to take steps to achieve substantive equality between men and women, including through the adoption of temporary special measures, in public and private sectors, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004).

Guyana

- 18. The Committee is concerned that temporary special measures in accordance with its general recommendation No. 25 are not systematically applied as a strategy necessary to accelerate the achievement of substantive equality of women and men in all areas covered by the Convention, especially in the areas of employment, education and participation in political and public life.
- 19. The Committee encourages the State party to strengthen the use of temporary special measures, in accordance with article 4 (1) of the Convention, as interpreted in general recommendation No. 25 of the Committee, in all areas covered by the Convention in which women are underrepresented or disadvantaged. To that end, it recommends that the State party:
- (a) Set time-bound targets and allocate sufficient resources for the implementation of strategies, such as outreach and support

programmes, the creation of quotas and other proactive and resultsoriented measures aimed at achieving substantive equality of women and men in all areas, in particular in the areas of employment, education and participation in political and public life; and

(b) Raise awareness among parliamentarians, government officials, employers and the general public about the need for temporary special measures and provide comprehensive information on the use of such measures and their impact in its subsequent periodic report.

Haiti

- 17. The Committee welcomes the constitutional amendment of 2012 adopting a 30 per cent minimum quota for women at all levels of national life, and in particular public services; and the 2015 Electoral Decree that specifically provided for this quota to be applied to all voting lists of candidates for elections. The Committee is, however, concerned that the quota has not been effective in accelerating the achievement of substantive equality of women and men, especially in appointed and elected decision-making positions, public administration, and in academia where women are underrepresented or disadvantaged. The Committee is further concerned at the absence of temporary special measures to benefit women and girls in education, rural development and health sectors.
- 18. The Committee reiterates its previous recommendation (CEDAW/C/HTI/CO/7, para. 19) and calls upon the State party to effectively implement the 30 per cent quota and adopt other temporary special measures with specific targets and incentives, outreach and support programmes, legal sanctions and other proactive results-oriented measures to increase women's participation in political and public life; and to ensure special budget allocations for measures that benefit women in education, rural development and health sectors, in line with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004).

Jamaica

17. While welcoming the recent election of a woman Prime Minister and the appointment of several women in leadership positions in Government, the Committee is concerned that the levels of elected women have grown marginally in recent years and that only 8 of the 60 elected members of Parliament are women. While the Committee notes the initiatives taken by the State party to promote the advancement of women, including the project "Strengthening women's leadership in Jamaica", which aims to increase, improve and consolidate the presence and influence of women on boards and commissions across the country, it is concerned that the advancement of women into decision-making positions in the private and public sectors has been slow. The Committee is also concerned that the absence of a legislative framework governing these measures is likely to limit their effectiveness by reducing them to policy aspirations rather than substantive legal obligations. It is further concerned that the State party does not envision applying temporary

special measures and is opting for the gradual recognition of equal opportunities through the elimination of stereotypes over time.

18. The Committee urges the State party to:

- (a) Take steps to achieve substantive equality between women and men, including the adoption of quotas and temporary special measures, in the public and private sectors, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004);
- (b) Strengthen measures to address cultural barriers that prevent women from entering decision-making and management positions, to remove discriminatory practices and promote proportionate representation of women in principal positions;
- (c) Encourage political parties to nominate higher numbers of women as candidates and create an enabling environment for the political participation of women by, inter alia, educating potential young women leaders and strengthening women's wings in political parties.

St. Vincent and the Grenadines

- 16. The Committee notes that the State party, in its replies to the list of issues and questions, enumerated legislative and administrative measures to improve the situation of women and girls in various sectors, but that the measures do not correspond to temporary special measures as called for under article 4 (1) of the Convention and as further elaborated in the Committee's general recommendation No. 25 on the subject. This suggests that there remains a lack of understanding on the part of the State party as to the concept of temporary special measures and their use for promoting de facto equality. In that context, the Committee regrets the statement in the State party's report that "no quotas have been instituted for the inclusion of women in public office or in other areas".
- 17. The Committee recommends that the State party familiarize all relevant State officials and policymakers with the concept and use of temporary special measures and adopt and implement such measures to promote substantive equality of women and men, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25, in all areas of the Convention in which women are underrepresented or disadvantaged. Such measures could include, for example, gender quotas for political parties' electoral lists.

Suriname

22. The Committee is concerned about the limited understanding of the concept of temporary special measures in the State party, including among political leaders and policymakers. It notes with concern that the State party has not adopted any temporary special measures to achieve substantive equality between women and men in all areas of the Convention in which women are underrepresented or disadvantaged, including political and public life, education, employment and health.

- 23. The Committee reiterates its previous concluding observations (CEDAW/C/SUR/CO/3, para. 26, and A/57/38, para. 56) and recommends that the State party, in line with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures:
 - (a) Raise awareness among relevant State officials of the non-discriminatory nature of temporary special measures, in order to achieve the substantive equality of women and men, and the need to eliminate the intersecting forms of discrimination faced by disadvantaged groups of women, especially rural women, Maroon women and indigenous women, as well as women with disabilities;
 - (b) Set time-bound targets and allocate sufficient resources for the implementation of temporary special measures, such as quotas and other proactive measures, to accelerate women's equal representation in the judiciary, public service, agricultural cooperatives, trade unions and professional associations and on rural councils and public and private company boards.

Trinidad and Tobago

- 16. The Committee notes the lack of an existing policy or legislative framework for the introduction of temporary special measures in the State party. It is concerned at the State party's lack of understanding of temporary special measures aimed at accelerating substantive equality of women and men. In particular, it is concerned at the absence of such measures, including statutory quotas, to address the underrepresentation of women in decision-making positions in the public and private sectors and to continue to promote their participation in political life, notwithstanding the State party's achievements in this area.
- 17. The Committee recommends that the State party adopt and fully enforce legislative provisions on temporary special measures to increase the participation of women in public life, education and employment, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25 (2004) on temporary special measures, as a necessary strategy to accelerate the achievement of substantive equality of women and men in all areas of the Convention in which women are underrepresented or disadvantaged.

The Bahamas

- 9. The Committee remains concerned that the State party maintains reservations to article 2 (a) that allows sex-based discrimination against women and to article 9 (2) on nationality.
- 10. The Committee recommends that the State party demonstrate its commitment to eliminating all forms of discrimination against women by withdrawing its remaining reservations to articles 2 (a) and 9 (2) within a clear time frame in order to ensure the full applicability of the Convention in the State party.

Constitutional and legislative protection of women from discrimination

- 11. The Committee is concerned that the four Constitutional Amendment Bills ("Gender Equality Referendum") aimed at achieving gender equality were rejected by voters in June 2016. The Committee remains concerned about the absence in the State party's Constitution and national legislation of an explicit definition of discrimination against women and provisions on the gender equality in line with the Convention. The Committee is particularly concerned at:
- (a) The fact that article 26 (1) does not prohibit discrimination on the grounds of sex and does not protect women against discrimination;
- (b) The lack of effective mechanisms and the insufficient state-level budgetary allocations to implement and monitor the laws relating to gender equality;
- (c) The failure to eliminate discrimination, notably intersecting forms of discrimination, in particular against women of Haitian descent, migrant women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, and women living in the Family Islands.
- 12. The Committee reiterates its previous recommendation (CEDAW/C/BHS/CO/1-5, para. 14) and recommends that the State party, in line with articles 1 and 2 of the Convention and its General Recommendation No. 28 (2010) on the core obligations of State parties under article 2 of the Convention:
- (a) Set a clear time frame for a constitutional reform, supported with a comprehensive educational and sensitization campaign and the inclusive participation of civil society, to expand constitutional protection against discrimination under article 26 (1) to include at least the grounds of sex and gender;
- (b) Ensure, without delay, that a comprehensive review of the existing legislation is conducted; and that a comprehensive definition of discrimination against women in line with the Convention and that the principle of gender equality is integrated in all national laws;

- (c) Ensure the effective implementation of the prohibition of discrimination on the basis of sex and gender through appropriate enforcement mechanisms and sanctions:
- (d) Adopt an action plan that includes adequate resources, a timeline and measurable targets requiring authorities to implement relevant laws to prevent and eliminate all forms of de facto discrimination against women and girls, in particular women of Haitian descent, migrant and asylum seeking women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, and women living in the Family Islands.

Barbados

- 11. The Committee remains concerned about the absence in the State party's legislation of a definition of discrimination against women in line with the Convention. It is further concerned about the lack of understanding by the State party of the concept of substantive equality and that there is no law on gender equality or comprehensive anti-discriminatory legislation that would incorporate the principle of equality of women and men and define and prohibit all forms of discrimination on the grounds of sex or gender, including direct and indirect discrimination in the public and private spheres, in line with article 1 of the Convention. The Committee is particularly concerned that article 23, subsection 1 (b), of the Constitution does not prohibit discrimination on the grounds of sex and that article 23, subsection 3 (b), does not protect women against discrimination with respect to adoption, marriage, divorce, burial, devolution of property upon death and other matters of personal law.
- 12. The Committee recommends that the State party, in line with articles 1 and 2 of the Convention and its general recommendation No. 28 (2010) on the core obligations of States parties under article 2 of the Convention:
- (a) Expand the constitutional protection against discrimination to include at least the grounds of sex and gender;
- (b) Adopt, without delay, a comprehensive definition of discrimination against women in national legislation, covering all prohibited grounds of discrimination and encompassing direct and indirect discrimination in both the public and private spheres and intersecting forms of discrimination against women;
- (c) Provide capacity-building to all relevant State officials and policymakers and ensure a thorough understanding of the concept of substantive equality, in line with the Convention and the Committee's jurisprudence;
- (d) Ensure the effective prohibition of discrimination on the basis of sex or gender through appropriate enforcement mechanisms and sanctions.

11. The Committee urges the State party to place high priority on the process of fully incorporating the Convention, without any limitations, into its national legal system in order to give central importance to the Convention as the basis for the elimination of all forms of discrimination against women.

Definition of equality and non-discrimination

- 12. The Committee notes the protection from discrimination on grounds of gender and sex provided for in articles 149 and 149F of the State party's Constitution and in the provisions of the Equal Rights Act and the Prevention of Discrimination Act. The Committee is, however, concerned at the lack of a definition of discrimination against women in line with article 1 of the Convention.
- 13. The Committee urges the State party to include in its Constitution and other appropriate legislation the prohibition of discrimination against women, which encompasses both direct and indirect discrimination in the public and private spheres, in line with article 1 of the Convention, and to harmonize the various provisions at the constitutional and legislative levels dealing with equality and non-discrimination.

Haiti

Definition of equality and non-discrimination

- 11. The Committee is concerned that despite an undertaking by the State party (CEDAW/C/HTI/CO/7, para. 11) to adopt a law on equality of women and men and non-discrimination against women, this has not yet been done. It is further concerned about the persistence of discriminatory provisions in a number of laws including the out-dated Criminal and Civil Codes. The Committee is also concerned about the absence of a clear time frame for the adoption of pending draft laws that have an impact on the enjoyment of women's rights.
- 12. The Committee reiterates its previous recommendations (CEDAW/C/HTI/CO/7, paras. 11, 13 and 17) that the State party give priority to its law reform process and draw attention to the links between articles 1 and 2 of the Convention and Sustainable Development Goal 5, target 5.1, to end all forms of discrimination against all women and girls everywhere, and in doing so:
- (a) Repeal all discriminatory provisions, including those in the Criminal and Civil Codes and adopt new provisions to ensure women's equality in line with the Convention;
- (b) Establish a clear time frame for the adoption of all pending draft legislation, in particular on gender equality, combating violence against women, domestic workers' labour conditions, and on the recognition of consensual unions and ensure their prompt promulgation;

- (c) Ensure the enforcement of existing legislation aimed at ending discrimination against women, including those mentioned in paragraph 9, through the strict use of sanctions;
- (d) Strengthen efforts to sensitize Government officials, the National Assembly and the general public on the importance of comprehensive, consistent and coherent legal reform to achieve women's equality in law and in practice.

Jamaica

- The Committee welcomes the recent adoption of the Charter of Fundamental Rights and Freedoms (Constitutional Amendment Act) (2011), which provides protection for a broader range of human rights and fundamental freedoms and lifts the restrictions from the previous Constitution regarding the scope of the right to non-discrimination. However, the Committee is concerned that while the amendment prohibits discrimination on the grounds of "being male or female", the list of grounds included is restrictive so that women who face discrimination on grounds not listed are not protected, thus limiting the scope of protection for some women. The Committee is also concerned that there is no legal definition of discrimination against women in the Constitution or other legislation, in accordance with article 1 of the Convention. The Committee is concerned that the definition of discrimination does not encompass both direct and indirect discrimination and does not cover discrimination by both public and private actors, in accordance with articles 1 and 2 of the Convention.
- 12. The Committee urges the State party to enact comprehensive national legislation to ensure the principle of equality between women and men with specific provisions prohibiting discrimination against women, in line with the definition contained in article 1 of the Convention, and a definition of discrimination that encompasses both direct and indirect discrimination, and discrimination in all areas of life, including the public and private spheres, for all women, in accordance with article 2 (e) of the Convention, and the Committee's general recommendation No. 28.

Saint Lucia

- 7. The Committee is concerned that it did not receive a fully satisfactory explanation regarding the standing of the Convention in the national legal system. The Committee notes that, although the Convention was ratified in 1982, it appears that the Convention has not yet been incorporated into domestic legislation, rendering its provisions non-enforceable and non-justiciable in the courts. The Committee is also concerned that the judiciary may not be sufficiently aware of the Convention and the State party's obligations thereunder.
- 8. The Committee urges the State party to clarify the status of the Convention and to ensure that it becomes fully applicable in the domestic legal system. It encourages the State party to sensitize the judiciary, as well as lawyers and prosecutors, to the understanding of

discrimination encompassed by the Convention and the obligations of all branches of Government to comply with its provisions.

9. The Committee is concerned that a definition of discrimination against women in accordance with article 1 of the Convention is lacking in the State party's Constitution or other appropriate legislation, encompassing both direct and indirect discrimination, and extending to acts of both public and private actors in accordance with article 2 as well as providing for the use of temporary special measures, in accordance with article 4, paragraph 1, of the Convention.

St Kitts and Nevis

- 93. The Committee is concerned that the provisions of the Convention cannot be invoked in the courts.
- 94. The Committee encourages the State party to accord the Convention the legal status it deserves as the most important and binding international legal instrument in the sphere of the advancement of women and the elimination of discrimination against them.

Suriname

- The Committee recognizes the diversity of cultures and ethnicities in the State party and its distinct indigenous and tribal populations. While noting the position of the State party that article 8 of its Constitution sufficiently guarantees the substantive equality of women and men, the Committee is concerned that neither the Constitution nor national legislation includes a definition of discrimination against women, in accordance with article 1 of the Convention, covering direct and indirect discrimination in both the public and private spheres and recognizing intersecting forms of discrimination. It also remains concerned that disadvantaged groups of women, including rural women. Maroon women and indigenous women, women with disabilities, lesbian, bisexual and transgender women and intersex persons, continue to experience intersecting forms of discrimination and violations of their human rights. It further regrets the lack of political will on the part of policymakers to adopt, as a matter of priority, legal provisions to protect women's rights, and notes that provisions such as the draft law on equal treatment of men and women and the draft labour law and provisions on the establishment of a complaints mechanism on gender-based discrimination have been pending since 2002.
- 11. The Committee recommends that the State party:
- (a) Adopt the draft law on the establishment of an independent constitutional court with the power to review the conformity of legislative acts with international human rights treaties and staff it with qualified personnel;
- (b) Amend article 8 (2) of the Constitution to recognize intersecting forms of discrimination against rural women, Maroon women and indigenous women, women with disabilities, lesbian, bisexual and transgender women and intersex persons;

- (c) Adopt the draft law on the equal treatment of women and men and ensure that it includes a definition of discrimination against women, including intersecting forms of discrimination, and prohibits direct and indirect discrimination in the public and private spheres, in line with article 1 of the Convention and the Committee's previous concluding observations (CEDAW/C/SUR/CO/3, para. 12);
- (d) Conduct, within the next 24 months, mandatory capacity-building for parliamentarians, policymakers and government officials on the importance of comprehensive, consistent and coherent legal reform to achieve substantive equality of women and men, with a view to building consensus for the immediate adoption of the various draft laws and policies for the advancement of women's rights.

Trinidad and Tobago

- 8. The Committee notes that the State party adheres to the dualist doctrine of international law, such that treaties must be incorporated into national law for them to be applicable. The Committee also notes the State party's efforts to raise awareness of the provisions of the Convention, including through the media, but remains concerned that those provisions have not been fully incorporated into national law. It is also concerned at information that the provisions of the Convention, the Optional Protocol to the Convention and the Committee's general recommendations are not sufficiently known in the State party, including by judges, lawyers and prosecutors, and that the provisions of the Convention have not been referred to by national courts. The Committee also notes with concern that most of the recommendations made in its previous concluding observations (A/57/38) have not been implemented.
- 9. The Committee recommends that the State party:
- (a) Adopt legislative measures to fully incorporate the provisions of the Convention into national law;
- (b) Intensify efforts to disseminate information about the Convention, the procedures under the Optional Protocol and the Committee's general recommendations and conduct capacity-building programmes for judges, prosecutors and lawyers on the Convention and the Optional Protocol;
- (c) Adopt a national action plan on the implementation of the present concluding observations, with clear targets and indicators.

Definition of discrimination and legislative and policy framework

- 10. The Committee notes that several laws, such as the Equal Opportunity Act (2000), provide for equality of women and men before the law and prohibit sex-based discrimination, but notes with concern:
- (a) The absence of legislation that provides for a comprehensive definition of discrimination against women, encompassing both direct and indirect discrimination in both the public and private spheres in line with article 1 of the Convention;

- (b) Discriminatory provisions in the Widows' and Orphans' Pensions Act (1934), the National Insurance Act (1971) and the Industrial Relations Act (1972) and the fact that the State party has not provided a time frame for amending or repealing those laws;
- (c) The absence of an inventory of all laws that are discriminatory towards women;
- (d) The inordinate delay in formally adopting the draft national policy on gender and development owing to, among other things, protracted consultation processes by successive Governments and the lack of consensus among stakeholders on the understanding of the term "gender" and on provisions relating to sexual and reproductive rights.
- 11. The Committee reiterates its previous recommendations (A/57/38, part one, paras. 140 and 142) that the State party:
- (a) Adopt a comprehensive definition of discrimination against women in its national legislation in line with article 1 of the Convention, in order to ensure that women are protected against both direct and indirect discrimination in all spheres of life;
- (b) As a matter of priority, amend or repeal all discriminatory provisions in the Widows' and Orphans' Pensions Act, the National Insurance Act and the Industrial Relations Act;
- (c) Develop an inventory of all laws that are discriminatory towards women, with a view to amending or repealing them;
- (d) Expedite the adoption of the national policy on gender and development, ensure that the definition of the term "gender" is in line with the Convention and, in particular, the Committee's general recommendation No. 28 (2010) on the core obligations of States parties under article 2 of the Convention and also ensure that issues of sexual and reproductive health and rights are addressed.

NATIONAL GENDER MACHINERIES

The Bahamas:

- 15. The Committee welcomes the elevation of the Bureau of Women's Affairs to a Department of Gender and Family Affairs within the Ministry of Social Services and Urban Development in October 2016. It is, however, concerned about:
- (a) The limited human resources and under-utilized financial resources allocated to the Department of Gender and Family Affairs;
- (b) The limited autonomy and authority of the Department of Gender and Family Affairs to effectively carry out its mandate;
- (c) The weak institutional structure of the Department of Gender and Family Affairs to ensure continuity of core programming in the area of gender equality in all branches and on all levels of the government across the country;

- (d) The delay in adopting the draft Gender Policy and the draft Strategic Plan for the Department of Gender and Family Affairs;
- (e) The limited involvement of civil society in planning and development of policies, programmes and activities on women's rights.

The Committee, recalling the guidance provided in the Beijing Platform for Action, in particular conditions necessary for the effective functioning of national machineries, recommends that the State party:

- (a) Provide gender training to the personnel of the Department of Gender and Family Affairs and to all officers across the various ministries working on women's issues;
- (b) Effectively identify the areas and places where the efforts have to be made, to utilize more efficiently the financial resources allocated to the Department of Gender and Family Affairs;
- (c) Strengthen the authority, regulatory and oversight role of the Department and ensure its autonomy for improved effectiveness in the execution of its mandate;
- (d) Enhance the institutional architecture of the Department to make it fit-for-purpose in order to safeguard the continuity of its functions and its core programming in all branches and on all levels of the government;
- (e) Accelerate the adoption of the draft Strategic Plan for the Department of Gender and Family Affairs and the draft gender policy and include specific indicators and targets in the policy to facilitate accountability of stakeholders;
- (f) Strengthen participation of civil society with all national mechanisms engaged in implementing the Convention and the Committee's recommendations with a view to achieving gender equality in a comprehensive and effective manner.

Barbados

- 15. The Committee remains concerned about the limited human, technical and financial resources allocated to the Bureau of Gender Affairs and about the limited capacity of the State party's national machinery to adequately ensure the coordination of gender mainstreaming in all areas and at all levels. The Committee is also concerned about the delay in finalizing and adopting the national policy on gender. It is further concerned about the lack of data disaggregated by sex, which is necessary to assess the impact and effectiveness of policies and programmes that are planned or in place to enhance the enjoyment by women of their human rights.
- 16. The Committee recommends that the State party:
- (a) Adopt a clear strategy to consolidate and reinforce the national and local capacity of the national machinery for the advancement of women, including the Bureau of Gender Affairs, and

ensure that it has adequate decision-making power and human, technical and financial resources to effectively implement the Convention:

- (b) Ensure effective coordination and develop a gender mainstreaming strategy that includes gender-responsive budgeting and that can be applied in all policies and programmes at all levels to address various aspects of women's lives;
- (c) Finalize and accelerate the adoption of the national policy on gender and include specific indicators and targets in the policy;
- (d) Ensure that it develop policies and programmes within its national machinery, with the assistance of the gender studies department at the University of the West Indies, with the aim of achieving gender equality in a comprehensive and effective manner and within a human rights framework and improve the collection of data disaggregated by sex to assess the impact and effectiveness of those policies and programmes.

Belize

The Committee calls on the State party to give priority to the 14. strengthening of the national machinery for the advancement of women and to provide it with the authority, decision-making power and human and financial resources necessary to work effectively for the promotion of women's equality, coordinate the use of the gender mainstreaming strategy across all sectors of Government and ensure that such efforts are results-oriented and sustainable in the long term. The Committee recommends that the national machinery for the advancement of women be strengthened at district levels by forming multidisciplinary teams for implementation of the Convention, including in the area of violence against women. The Committee further recommends that the State party put in place effective mechanisms and systems to monitor implementation of the Convention and evaluate the impact of its laws, policies and programmes in terms of achieving the goal of gender equality, within clear timetables.

<u>Grenada</u>

- 17. While welcoming the functional review of the Division of Gender and Family Affairs of the Ministry of Social Development in 2009 and subsequent improvements in terms of restructuring and an increase in posts, the Committee is concerned about the limited financial and human resources allocated to the Division and to the Domestic Violence Unit in the Ministry and the insufficient training of new staff. The Committee is further concerned over the delays in developing the comprehensive national gender-equality policy and action plan. The Committee is also concerned about the lack of an independent national human rights institution in the State party.
- 18. Recalling its general recommendation No. 6 (1988) on effective national machinery and publicity, and the guidance provided in the Beijing Platform for

Action on the necessary conditions for the effective functioning of national mechanisms, the Committee recommends that the State party:

- (a) Strengthen the capacity of the Division of Gender and Family Affairs and the Domestic Violence Unit, including by providing adequate human, technical and financial resources, with clear and well-defined responsibilities, to formulate, implement, provide advice on, coordinate and oversee the preparation and implementation of legislation and policy measures in the field of gender equality;
- (b) Urgently finalize and adopt a comprehensive, result-oriented national gender-equality policy and a related plan of action with specific indicators and targets, which should include an effective strategy on gender equality based on the Convention, the Committee's general recommendations and the Beijing Declaration and Platform for Action, with the involvement of all relevant bodies of the State apparatus and in consultation with relevant non-governmental organizations;
- (c) Consider establishing an independent national human rights institution in accordance with the principles relating to the status of national institutions for the promotion and protection of human rights (Paris Principles), a women's ombudsman or another specialized body with authority to consider as well as issue opinions and make recommendations on complaints submitted by women alleging violations of their human rights.

Guyana

16. The Committee reiterates its previous concern that it did not obtain a clear picture of the State party's national machinery for the advancement of women (see CEDAW/C/GUY/CO/3-6, para. 27). While noting the existence of the Women and Gender Equality Commission, the Committee is concerned about the lack of information on its authority, human and financial resources and capacity to ensure that gender equality policies are properly developed and fully implemented throughout the work of all ministries and government offices. The Committee is also concerned that the Human Rights Commission, which has a mandate to "uphold human rights and investigate abuses, resolve disputes or rectify acts or omissions" and is intended to act as the secretariat of the Women and Gender Equality Commission, is not operational.

17. The Committee encourages the State party:

- (a) To clearly define the mandate and the responsibilities of the national machinery for the advancement of women and to expeditiously strengthen that machinery by providing it with adequate human, financial and technical resources for it to coordinate and work effectively for the promotion of gender equality and gender mainstreaming;
- (b) To provide training in women's rights to women and men working in the national machinery for the advancement of women;

(c) To strengthen its impact assessment of measures taken so as to ensure that such measures achieve their goals and targets.

Haiti

- 15. The Committee welcomes the efforts made by the State party in building an active national machinery of ministerial status. It nonetheless deeply regrets the cuts in the already low percentage, from 1per cent to 0.3per cent of the State party's budget allocated to the Ministry for the Status of Women and Women's Rights. The Committee is concerned that its lack of human, technical and financial resources, and dependence on international donor funding, impedes the Ministry's ability to fulfil its mandate. Furthermore, the Committee notes the finalization of the gender equality policy (2014-2034) and related national action plan (2014-2020) but regrets that they are not adequately funded.
- 16. The Committee, recalling its general recommendation No. 6 (1988) on effective national machinery and publicity, and the guidance provided in the Beijing Platform for Action, in particular regarding the conditions necessary for the effective functioning of national machineries, reiterates its previous recommendation (CEDAW/C/HTI/CO/7, para. 15) and urges the State party:
- (a) To strengthen the human, technical and financial resources of the Ministry for the Status of Women and Women's Rights and reinforce its mandate to coordinate the implementation of public policies and national action plans, and ensure the efficient and strategic use of international donor funding, for the advancement of women;
- (b) To strengthen the role of the Ministry in coordinating and monitoring the focal points on gender issues within governmental institutions so as to formulate and coordinate the implementation of results-based strategies for gender mainstreaming, including at the local level;
- (c) To strengthen cooperation with women's non-governmental organizations in implementing public policies for the advancement of women and monitoring their implementation and assessing their impact, including by adopting participatory mechanisms and holding wide consultations with women's organizations when adopting strategies on gender equality.

Jamaica

- 15. While noting that gender mainstreaming has been advanced through the approval of the national policy for gender equality in 2011 and that gender focal points have been designated in key Government ministries, the Committee is concerned about the ambitious mandates and the limited financial and human resources allocated to the Bureau of Women's Affairs, the national machinery for the advancement of women in Jamaica.
- 16. Recalling its general recommendation No. 6 (1988) on effective national machinery and dissemination, and the guidance provided in the Beijing Platform for Action on the necessary conditions for the

effective functioning of national mechanisms, the Committee recommends that the State party strengthen the capacity of the Bureau of Women's Affairs, including by providing adequate human, technical and financial resources and establishing clear and well-defined responsibilities, to coordinate and oversee the preparation and implementation of legislation, policies and programmes in the field of gender equality.

Saint Lucia

- 13. The Committee notes with concern the weak institutional capacity of the current national machinery for the advancement of women, which is severely under-resourced and understaffed and does not have the authority or capacity to effectively promote implementation of the Convention, and support gender mainstreaming across all sectors and levels of Government to bring about equality for women and men in all fields. In this regard, the Committee also notes with concern a lack of awareness on the part of the State party about the situation of, and lack of clarity about the necessity for a strong national machinery for the practical realization of equality between women and men at all levels and a lack of political will to develop the necessary institutional capacity of such a national machinery in accordance with its obligations under the Convention.
- 14. The Committee calls on the State party to give urgent priority to the strengthening of the national machinery for the advancement of women, and provide it with the authority, decision-making power and human and financial resources that are necessary to work effectively for the promotion of equality of women and the enjoyment of their human rights. The Committee recommends that the State party institute focal points with sufficient expertise in gender equality issues in all sectoral ministries so as to strengthen the use of the gender mainstreaming strategy to realize the equality of women with men through all policies and programmes, and put in place a system of collaboration and networking between the national machinery and the focal points.

St Vincent and the Grenadines

- 14. The Committee regards as positive the fact that the Gender Affairs Division, which has been reoriented to focus on gender mainstreaming and gender policy development in all State departments, is currently seeking to promote gender mainstreaming across all government sectors and is collaborating with the Ministry of Finance and Economic Planning to design and implement a gender-responsive budgeting approach to facilitate the process. The Committee notes that the Division is responsible for the development of a multisectoral national gender policy, but is concerned about the low ranking of the national machinery for the advancement of women in the institutional structure of the State party and the scarce human, technical and financial resources allocated to it.
- 15. The Committee recommends that the State party:

- (a) Strengthen the authority and visibility of the Gender Affairs Division in the State party's institutional structure and provide it with adequate human, financial and technical resources to coordinate and work effectively for the integration of a gender perspective into all policies and programmes across all sectors and levels of government;
- (b) Consolidate the gender mainstreaming activities by establishing a multisectoral national gender policy without delay and set up a timeline for rolling out the policy;
 - (c) Implement a gender-responsive-budgeting approach.

Suriname

- 14. The Committee notes with appreciation the efforts made by the State party to strengthen the Bureau for Gender Affairs and to provide financial support to non-governmental organizations that work on the promotion of women's rights. However, it notes the following with concern:
- (a) Changes have frequently been made to the major government bodies working for gender equality and women's empowerment and the organizational structure of the Bureau for Gender Affairs is still pending approval by the Minister for Home Affairs;
- (b) There has been no national policy on gender since the gender work plan, 2013;
- (c) The gender mainstreaming management system, established in 2001 to ensure gender mainstreaming in all sectors of the Government, is not fully functional, partly due to a lack of clarity about the responsibilities of the gender focal points, whose job descriptions have been pending approval by the Minister for Home Affairs since 2016 and who have played a weak role in gender policy development in their respective ministries.

- (a) Finalize, without delay, the organizational structure of the Bureau for Gender Affairs and ensure that it has adequate decision-making power and human, technical and financial resources to effectively promote the advancement of women's rights and gender equality in the State party;
- (b) Accelerate the formulation and adoption of the national gender policy plan, 2018–2021, through specific and measurable targets and indicators:
- (c) Establish, within the Bureau for Gender Affairs, a monitoring mechanism to assess the implementation of the national gender policy plan comprehensively and on a regular basis;
- (d) Establish and apply gender mainstreaming in the development and implementation of all laws, policies and programmes in all ministries and legislative structures;
- (e) Put in place a mechanism, on a permanent basis, to monitor the implementation of the Convention and address obstacles to the adoption of relevant legislation;

(f) Approve, without delay, the job descriptions of gender focal points, assign that function to senior-level staff and ensure that they have direct access to policymakers and to the Bureau for Gender Affairs, in line with the Committee's previous concluding observations (CEDAW/C/SUR/CO/3, para. 24).

Trinidad and Tobago

- 14. The Committee notes that the body responsible for coordinating the advancement of women has again been moved from the Ministry of Social Development and Family Services to the Office of the Prime Minister, where a Minister of State is now in charge of the gender and child affairs portfolio. The Committee also notes that the State party is establishing an interministerial committee on gender equality, a national commission on gender equality and women's empowerment, and departmental gender focal points. The Committee further notes that the budget allocation for gender-related activities has quadrupled since the consideration of the State party's previous report, in 2002. The Committee is concerned, however, at:
- (a) The lack of clarity regarding the structure and roles of the components of the national machinery for the advancement of women and regarding their coordination once they become operational;
- (b) The lack of information on the impact of the transformation of the national machinery from a stand-alone ministry to the Gender and Child Affairs Division in the Office of the Prime Minister on the monitoring of gender mainstreaming activities, including gender-responsive budgeting;
- (c) The lack of consistent information on the budget allocated to the Gender Affairs Division.

- (a) Clarify the cooperation between, once established, the interministerial committee on gender equality, the national commission on gender equality and women's empowerment and the departmental gender focal points with the Gender and Child Affairs Division, and their mandates, to ensure effective coordination;
- (b) Continue to provide adequate resources for gender-related activities and ensure that the Gender Affairs Division, within the Gender and Child Affairs Division, has adequate human and financial resources to effectively undertake its activities, including gender mainstreaming and gender-responsive budgeting;
- (c) Assess the impact of moving the national machinery for the advancement of women to the Office of the Prime Minister, with a view to ensuring that it can effectively discharge its mandate, and provide in the next periodic report precise information on the budgetary allocation for the Gender Affairs Division, incorporating allocations for both recurrent expenditure and development programmes.

NATIONAL HUMAN RIGHTS INSTITUTION

The Bahamas

- 17. The Committee notes that the Ombudsman Bill was laid before Parliament in October 2017 and is currently under review to ensure that it is in compliance with the Principles relating to the Status of National Institutions (the Paris Principles). The Committee, however, reiterates its previous concern about the absence of an independent and effective national human rights institution with a mandate on women's rights in accordance with the Paris Principles.
- 18. Recalling its previous recommendation (CEDAW/C/BHS/CO/1-5, para. 40), the Committee recommends that the State party establish, as a matter of priority, a national human rights institution with a broad mandate in full compliance with the Paris Principles and provide it with sufficient resources and a specific mandate on women's rights.

Barbados

- 17. The Committee notes the role of the Office of Ombudsman and the establishment of a standing National Human Rights Coordinating Committee to evaluate that role and the possible need to establish a separate institution, in accordance with the principles relating to the status of national institutions for the promotion and protection of human rights (Paris Principles). However, the Committee is concerned at the current absence of an independent national human rights institution in the State party.
- 18. The Committee recommends that the Office of the Ombudsman incorporate a gender perspective into its work. The Committee further recommends that the State party establish an independent national human rights institution, in accordance with the Paris Principles, with a mandate to promote and protect women's rights.

<u>Suriname</u>

- 16. The Committee welcomes the establishment of the National Human Rights Institute in 2016 but regrets that it is not yet operational.
- 17. The Committee calls upon the State party to operationalize the National Human Rights Institute, in compliance with the principles relating to the status of national institutions for the promotion and protection of human rights (Paris Principles) (General Assembly resolution 48/134, annex), with a broad mandate including the promotion and protection of women's rights and gender equality. It also recommends that the State party allocate sufficient human, technical and financial resources to the Institute and that it provide capacity-building for its staff on gender issues and women's rights under the Convention.

Corruption

- 18. The Committee welcomes the adoption in 2017 of the Anti-Corruption Act but considers that pervasive corruption in the public sector continues to undermine the advancement of women's human rights in the State party.
- 19. The Committee recommends that the State party formulate a government policy on the implementation of the Anti-Corruption Act, strengthen institutional capacities to effectively detect and investigate allegations of corruption in the public sector, prosecute the perpetrators and ensure transparency of the public financial management system in order to prevent resources from being diverted from the implementation of the Convention

STEREOTYPES AND HARMFUL PRACTICES

The Bahamas

- 21. The Committee appreciates that the Health and Family Life Education Curriculum has a component aimed at combatting discriminatory gender stereotypes. It also notes that the draft gender policy implementation plan will have a comprehensive strategy to address discriminatory stereotyping and harmful practices. The Committee, however, remains deeply concerned at:
- (a) The persistence of deep-rooted patriarchal attitudes and discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and society, which are reflected in the insufficient public awareness and debate on women's issues;
- (b) The fact that stereotypes are also root causes of violence against women and that the State party has not yet taken sustained measures to modify or eliminate discriminatory stereotypes against women, in particular disadvantaged groups of women.

- (a) Adopt, without delay, draft gender policy implementation plan and the associated comprehensive strategy with proactive and sustained measures targeting discriminatory stereotyping and harmful practices in school, mass media and in public space;
- (b) Conduct more awareness-raising campaigns on gender stereotypes for all public officials, community and religious leaders and the general public;
- (c) Strengthen primary and secondary education on gender stereotypes, prejudice, and on gender roles in family relations;
- (d) Develop an action plan to eliminate discriminatory gender stereotypes, which incite violence against women and girls and establish a

monitoring mechanism to assess the impact of such measures, particularly in relation to women and girls facing multiple and intersecting forms of discrimination.

Barbados

- 21. The Committee remains concerned at the persistence of deeprooted patriarchal attitudes and discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and in society, which perpetuate the subordination of women in the family and in society, which is reflected in the educational and professional choices of women, their limited participation in political and public life and in the labour market and their unequal status in family relations. The Committee recalls that such discriminatory stereotypes are also root causes of gender-based violence against women and notes with concern that the State party has not yet taken sustained measures to modify or eliminate discriminatory stereotypes.
- 22. The Committee reminds the State party that high-level public officials must take a leadership role in the elimination of patriarchal attitudes and discriminatory stereotypes and recommends that the State party:
- (a) Put into place, without delay, a comprehensive strategy, with proactive and sustained measures targeting women and men at all levels of society, to eliminate discriminatory stereotypes and patriarchal attitudes concerning the roles and responsibilities of women and men in the family and in society;
- (b) Use innovative measures targeting political leaders, the media, teachers, employers, trade unions, health professionals and the general public, to strengthen understanding of the substantive equality of women and men and to enhance positive and non-stereotypical portrayals of women.

Grenada

- 19. The Committee is deeply concerned at the persistence of stereotypes and adverse cultural norms and traditional practices concerning the roles and identities of women and men in the family and society, which undermine women's social status and hamper their equal participation in all avenues of life. It also notes with concern that such negative beliefs and harmful practices have an adverse effect on the full realization of women's human rights and contribute to the persistence of discrimination and violence against women.
- 20. The Committee calls on the State party to adopt a comprehensive strategy and to take sustained measures to address and eliminate the negative stereotypes and adverse traditional beliefs and practices that discriminate against women, in conformity with articles 2 (f) and 5 (a) of the Convention. Such measures should include awareness-raising and public educational campaigns on the subject, targeting both men and women, and political and

community leaders, government officials and practitioners, including through the use of school curricula and the media.

Guyana

While noting the State party's efforts to counter stereotypes and 20. prejudices through education and awareness campaigns in the mass media, the Committee expresses its serious concern about the persistence of harmful norms, practices and traditions, patriarchal deep-rooted stereotypes regarding the attitudes and responsibilities and identities of women and men in all spheres of life. The Committee is concerned that such customs and practices perpetuate discrimination against women and girls, that they are reflected in women's disadvantageous and unequal status in many areas, including education, public life and decision-making, and that, to date, the State party has not taken adequate and sustained measures to modify or eliminate stereotypes and negative traditional values and practices.

21. The Committee urges the State party:

- (a) To put in place, without delay, a comprehensive strategy to modify or eliminate patriarchal attitudes and stereotypes that discriminate against women, in conformity with the provisions of the Convention. Such measures should include efforts, in collaboration with civil society and community and religious leaders, to provide education about and raise awareness of the subject, targeting women and men at all levels of society;
- (b) To use innovative measures that target the media to strengthen understanding of the equality of women and men and to use the education system to enhance a positive and non-stereotypical portrayal of women;
- (c) To monitor and review the measures taken so as to assess their impact and to take appropriate action.

Haiti

- 19. The Committee notes the measures taken by the State party to revise school texts and provide capacity-building to the judiciary on the negative impact of discriminatory stereotypes and preconceived notions of women's roles and behaviour. However, the Committee is concerned that discriminatory stereotypes on the roles and responsibilities of women and men in the family and in society are conveyed from early childhood, that they are pervasive in society and also find expression in the judiciary, the executive and legislative branches, and that no comprehensive strategy to promote cultural changes and eliminate discriminatory stereotypes about women has been formulated by the State party.
- 20. The Committee reiterates its previous recommendation (CEDAW/C/HTI/CO/7, para. 21) and urges the State party:

- (a) To put in place a comprehensive national strategy with proactive and sustained measures targeted at women and men at all levels of society to combat discriminatory stereotypes such as the widely accepted dominance of male control over women's and girl's bodies;
- (b) To ensure that the judiciary, executive and legislative branches are made aware of the need for them to be actively involved in combating discriminatory stereotypes;
- (c) To design and implement, in collaboration with civil society, awareness-raising programmes, in particular in rural and remote areas, to enhance positive and non-stereotypical portrayals of women;
- (d) To establish a mechanism to monitor and assess the implementation of the measures adopted to overcome discriminatory gender stereotypes.

<u>Jamaica</u>

- 19. The Committee is deeply concerned about the persistence of stereotypes and the adverse cultural norms and traditional practices concerning the roles and identities of women and men in the family and in society, which undermine women's social status and hamper their equal participation in all avenues of life. It also notes with concern that such negative beliefs and harmful practices have been justified by the State party as being cultural despite their adverse effect on the full realization of women's human rights, particularly as regards issues of non-discrimination and violence against women.
- 20. The Committee calls on the State party to adopt a comprehensive strategy and to take sustained measures to address and eliminate the negative stereotypes and adverse traditional beliefs and practices that discriminate against women, in accordance with articles 2 (f) and 5 (a) of the Convention. Such measures should include awareness-raising and public educational campaigns on the subject, targeting both men and women, political and community leaders, and Government officials and practitioners, including through the media and the use of curriculums, which continue to perpetuate negative gender stereotypes in schools.

Saint Lucia

- 17. The Committee is concerned that gender-based stereotypical attitudes about the roles of women and men persist, and that these are reflected in women's disadvantages and unequal situation in many areas, including in public life and decision-making, in the work place, and in marriage and family relations.
- 18. The Committee recommends that the State party take comprehensive measures to overcome stereotypical attitudes and expectations regarding the roles of women and men in society and in the family, in accordance with articles 2 (f) and 5 (a) of the Convention. Such measures should include awareness-raising efforts through the

educational system and the media so as to enhance a positive and nonstereotypical portrayal of women.

St Kitts and Nevis

- 103. The Committee expresses concern about the persistence of cultural practices and strong stereotyped attitudes towards the roles and responsibilities of women and men, which affect all spheres of life and impede the full implementation of the Convention.
- 104. The Committee urges the State party to increase its efforts to create awareness in the society about the need to change stereotyped and discriminatory attitudes concerning the role of women and girls, including through specific programmes directed towards boys and men. In particular, the Committee recommends the extension to all communities of the Ministry of Social Development's pilot parenting programme for fathers, in order to promote the idea of shared parental responsibility.

St Vincent and the Grenadines

18. The Committee acknowledges the importance in daily life of the culture and traditions of the State party and notes that gender sensitivity training and awareness-raising activities have been conducted in schools and through radio programmes and workshops to reach out to communities. The Committee is nevertheless concerned at the persistence of discriminatory stereotypes, negative traditional values and patriarchal attitudes regarding the roles and responsibilities of women and men in society and in the family that overemphasize women's roles as mothers and housewives, thereby preventing them from actively participating in all areas of political and economic life covered by the Convention.

- (a) Put in place, without delay, a comprehensive strategy to modify or eliminate patriarchal attitudes and stereotypes that discriminate against women. The strategy should include education and awareness-raising campaigns targeting women and men at all levels of society, including community and religious leaders, and focus particular attention on recognizing the value and dignity of women and their empowerment to participate in decision-making processes in the community and in society at large. Civil society organizations and the mass media should be engaged in the implementation of the strategy;
- (b) Adequately integrate the principles of non-discrimination and equality of women and men into educational policies, the national core curriculum and related documents, as well as into basic and continuing education for teachers and health-care professionals and other service providers;
- (c) Use innovative measures that target children and parents to strengthen their understanding of the principle of equality of women and men and work through the educational system, both formal and

informal, as well as with the mass media, to enhance positive and nonstereotypical portrayals of women;

(d) Monitor and review all measures taken to regularly assess their impact and take appropriate remedial action.

Suriname

- 24. The Committee welcomes the training activities conducted by the Ministry of Home Affairs to eliminate discriminatory stereotypes. Nonetheless, the Committee reiterates its previous concerns (CEDAW/C/SUR/CO/3, para. 17) about the persistence of discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and in society. In particular, it is concerned about the following:
- (a) The lack of structural, long-term national programmes and strategies to address the lack of public awareness of women's rights and the resulting stereotypes;
- (b) The limited measures taken to eliminate discriminatory stereotypes in the education system, including in school curricula and textbooks, as well as the fact that the basic life skills programme, which was introduced in 1997 to adapt the outdated education system to modern standards and contains sections to sensitize students about gender equality, has not been integrated into school curricula and is still referred to as a "pilot project" to be tested in seven schools in 2018–2019;
- (c) The absence of regulations governing media content, which often reinforces traditional roles of women and fails to provide a balanced picture of women's diverse roles and contributions to society.

- (a) Identify and address barriers to the development of structural, long-term national programmes aimed at changing social and cultural patterns that promote and reinforce discriminatory stereotypes concerning the roles and responsibilities of women and men in the family and in society;
- (b) Incorporate, within a specific time frame, the basic life skills programme into the education system and ensure that the textbooks developed under the programme are used in all primary and secondary schools;
- (c) Raise awareness among members of the media of the need to eliminate gender stereotypes and establish a mechanism, within the Bureau for Gender Affairs, for the systematic assessment of stereotypical content in the media that encourages its removal and promotes positive images of women and girls;
- (d) Develop and implement targeted measures through the media to raise public awareness of women's rights and promote positive images of women as active participants in social, economic and political life and of men as active participants in household and child-rearing responsibilities.

Trinidad and Tobago

- 18. The Committee is concerned at the persistence of harmful practices such as child marriage and of discriminatory stereotypes and deep-rooted patriarchal attitudes regarding the roles and responsibilities of women and men in the family and in society. The Committee is particularly concerned:
- (a) That the State party has no comprehensive strategy to eliminate patriarchal attitudes and discriminatory stereotypes;
- (b) That the Marriage Act (1923), the Muslim Marriage and Divorce Act (1961), the Hindu Marriage Act (1945) and the Orisa Marriage Act (1999) allow for girls to be married at 12, 14 and 16 years of age, which causes them to drop out of school and exposes them to health risks, including maternal mortality owing to early pregnancy;
- (c) That the Children Act (2012), while raising the minimum age of sexual consent to 18 years and criminalizing contraventions, also introduced exemptions under the Marriage Act, the Muslim Marriage and Divorce Act, the Hindu Marriage Act and the Orisa Marriage Act, thereby legitimizing child marriage;
- (d) That the evaluation of the impact of programmes, such as that on "defining masculinity excellence", and the television series *Gender on Your Agenda: You've Got Male* in eliminating stereotypes and changing attitudes towards the roles of women and men in society has not been completed.

- (a) Expand public education programmes on the negative impact of discriminatory stereotypes on women's enjoyment of their rights, in particular in rural areas;
- (b) Cooperate with the media to educate the general public about and raise awareness of existing sex-based stereotypes that persist at all levels of society, with a view to eliminating them;
- (c) As a matter of priority, amend the Marriage Act, the Muslim Marriage and Divorce Act, the Hindu Marriage Act, the Orisa Marriage Act and the Children Act, which perpetuate the harmful practice of child marriage, by raising the minimum age of marriage to 18 years so that it is harmonized with the age of sexual consent, in line with joint general recommendation No. 31 of the Committee on the Elimination of Discrimination against Women/general comment No. 18 of the Committee on the Rights of the Child on harmful practices (2014);
- (d) Regularly monitor and assess the impact of the measures taken to eliminate gender stereotypes and harmful practices such as the programme on "defining masculinity excellence" and the television series Gender on Your Agenda: You've Got Male.

The Bahamas

- 29. The Committee remains concerned at the low participation of women particularly in the decision making positions in political life, which is partly attributed to patriarchal attitudes and the lack of measures such as statutory quotas or a parity system for political appointments, limited access to political networks and insufficient capacity building programmes for women in political leadership skills.
- 30. In line with its General Recommendation No. 23 (1997) on women in political and public life, the Committee recalls its previous recommendation (CEDAW/C/BHS/CO/1-5, para. 28) and recommendation that the State party:
- (a) Establish concrete goals and timetables to strengthen the equal participation of women in public and political life at all levels and create the necessary conditions for the achievement of such goals, such as statutory quotas;
- (b) Adopt measures to ensure de jure and de facto gender parity within the political parties and encourage women to stand for election at the national and local level;
- (c) Increase the provision of training and capacity-building programmes for women who wish to enter into political life or seek public office;
- (d) Raise awareness among politicians, the media, church leaders and the general public to ensure the full, equal, free and democratic participation of women on an equal basis with men in political and public life.

Barbados

- 27. The Committee notes with appreciation that the two major political parties have made concerted efforts to increase the representation of women. It is concerned, however, that women remain significantly underrepresented at the decision-making level in Parliament, in the Government and in the diplomatic service, owing to patriarchal attitudes, a lack of effective measures such as statutory quotas or a parity system for political appointments, limited access to political networks and insufficient capacity-building for women on political leadership skills.
- 28. The Committee reminds the State party that the full, equal, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the full implementation of the human rights of women and recommends that the State party:
- (a) Adopt a comprehensive strategy based on targeted measures, including training, gender-sensitive recruitment, a parity system to ensure that women are appointed to decision-making positions at both the national and local levels, on an equal footing with

men, in line with the Committee's general recommendation No. 23 (1997) on women in political and public life;

- (b) Conduct awareness-raising activities for politicians, community leaders, the media and the general public on the importance of the participation of women in decision-making, in order to enhance understanding that the full, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the effective implementation of the Convention and the political stability and economic development of the country;
- (c) Increase the participation of women in political and public life at all levels, including through the adoption of statutory quotas, in accordance with article 4 (1) of the Convention and the Committee's general recommendation No. 25;
- (d) Build the capacity of, and enhance access to campaign financing for, women candidates to enable them to compete effectively with their male counterparts.

Grenada

27. While noting an improvement in the participation of women in political and public life over time and the formation in 2010 of the Women's Parliamentary Caucus, the Committee is concerned about the decline in the number of women being elected to Parliament in the last elections and in the present Cabinet, about the reduction of visible women leaders in political parties, and that politics remains a male-dominated arena in which women appear hesitant to participate due to cultural barriers. The Committee is concerned about the reluctance of the State party to use temporary special measures that would speed up this process.

Guyana

- 26. The Committee notes that female representation in the State party's parliament increased from 18.5 per cent in 1992 to 32 per cent in 2012. The Committee is, however, concerned that obstacles to the advancement of women remain in political and public life, such as the lack of an effective quota system, the absence of temporary special measures, limited financial resources, insufficient affirmative action in the form of capacity-building for potential candidates, the persistence of gender-biased views and poor socioeconomic status. Such obstacles prevent women from gaining full access to the right to participate in public life, in particular at the level of decision-making. While noting with appreciation that in 2008 the first female and also the first Amerindian was appointed Minister for Foreign Affairs, and that there are now four Amerindian women in the parliament, the Committee is concerned at the slow progress in ensuring the equal participation of Amerindian women in leadership and decision-making positions in political and public life.
- 27. The Committee calls upon the State party:
- (a) To strengthen its efforts to amend or adopt legislation aimed at increasing the de facto participation of women in political and public

life and to pursue sustained policies aimed at the promotion of women's full and equal participation in decision-making as a democratic requirement in all areas of public, political and professional life by giving effect to general recommendation No. 23 of the Committee, on women in political and public life;

- (b) To adopt and implement temporary special measures in accordance with article 4 (1) of the Convention and general recommendation No. 25 of the Committee in order to accelerate women's full and equal participation in political and public life, in particular with regard to Amerindian women;
- (c) To carry out awareness-raising campaigns targeting both men and women aimed at eliminating patriarchal attitudes and stereotypes regarding roles for men and women and at highlighting the importance of women's full and equal participation in political and public life and in decision-making positions in the public and private sectors and in all fields.

28. The Committee recommends that the State party:

- (a) Remove discriminatory practices and address cultural barriers that prevent women from moving into decision-making and management positions, and ensure proportionate representation of women and men in principal positions;
- (b) Encourage political parties to nominate higher numbers of women as candidates;
- (c) Create an enabling environment for the political participation of women, by educating young women leaders and strengthening women's wings of political parties
- (d) Consider the adoption of temporary special measures, including quotas, that guarantee women's equal representation in the Parliament and Government.

Haiti

- 25. The Committee welcomes the adoption of the Electoral Decree 2015 providing for a minimum quota of 30 per cent for women on electoral lists. However, the Committee notes with concern that:
- (a) No woman has been elected into the Parliament since the introduction of these quotas and, hence, women continue to be underrepresented in legislative bodies at the national and municipal levels, in the Cabinet and in decision-making positions in the civil service, in political parties and at the international level;
- (b) The number of women ministers has declined since the last review;
- (c) Women's representation in the judiciary, prosecutorial office and national police continues to be very low.

- 26. In line with its general recommendation No. 23 (1997) on women in political and public life, the Committee reiterates its previous recommendation (CEDAW/C/HTI/CO/7, para. 29) that the State party:
- (a) Enforce the Constitutional and legislative statutory quotas through sanctions for non-compliance, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004) on the subject, in order to accelerate women's equal representation in political and public life, legislative assemblies, the judiciary, in the civil service, at the national, regional and local levels, and at the international level;
- (b) Develop a national strategy, and ensure that it is adequately resourced, to promote and empower women at all levels of political and public life, in particular in decision-making positions, including in the planning, implementation, monitoring and evaluation of development policies and community projects;
- (c) Sensitize politicians, journalists, teachers and community leaders on women's rights and gender equality, to enhance their understanding that the full, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the full implementation of the Convention;
- (d) Provide capacity-building for potential women candidates on political campaigning and leadership skills to increase their interest in participating in elections as candidates.

Saint Lucia

- 23. The Committee is concerned about the low level of participation of women in public and political life at the highest levels of decision-making, and the lack of steps taken to address the underlying causes, including prevailing social and cultural attitudes.
- 24. The Committee encourages the State party to take concrete measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention, and the Committee's general recommendation 23, on women in political and public life, and 25, on temporary special measures, and to establish concrete goals and timetables so as to accelerate the increase in the representation of women in all branches and levels of Government. It also encourages the State party to implement awareness-raising campaigns and to highlight the importance to society as a whole of women's full and equal participation in leadership positions at all levels.

St Kitts and Nevis

- 95. The Committee expresses concern about the underrepresentation of women in decision-making posts and in political bodies, particularly Parliament.
- 96. The Committee urges the State party to introduce a range of legal, political and administrative options, in line with, temporary special measures, in accordance with the provisions of article 4, paragraph 1, of the Convention, in order to improve the access of women to

decision-making. The Committee recommends the adoption of programmes to change the tenor of the political discourse in campaigns in order to achieve greater female participation in them.

- 97. The Committee expresses concern at the low number of women in the diplomatic service, particularly in higher posts.
- 98. The Committee recommends that the State party take measures, including in accordance with article 4, paragraph 1 of the Convention, to encourage women to enter into diplomatic careers.

St Vincent and the Grenadines

The Committee notes that women currently constitute 40 per cent of the workforce in civil service institutions and that high-level public positions, including Attorney General, Accountant General, Clerk of the House of Assembly, Registrar of the Supreme Court and President of the Family Court, are held by women and that 50 per cent of the judges of the High Court and 50 per cent of magistrates are women. The Committee remains concerned, however, about the stark underrepresentation of women at the highest levels of decision-making, noting that they represent only 13 per cent of parliamentarians and 9.1 per cent of ministers. The Committee is concerned that no quota system has been introduced to promote the participation of women in political and public life as a result of the rejection by referendum in 2009 of the proposal to include in the Constitution a section that would have provided for the introduction of a guota of 30 per cent of women candidates on electoral lists of political parties. It is also concerned that the measures taken by the State party to support women candidates for elected positions remain insufficient and that there are no targeted training and mentoring programmes on leadership and negotiation skills for such women. The Committee is further concerned about the barriers faced by women who seek public office, including negative cultural attitudes and gender stereotypes.

- (a) Adopt, as a matter of priority, targeted measures, including training, capacity-building, gender-sensitive recruitment and temporary special measures, to increase the percentage of women in appointed senior positions, the Government, the public service and the foreign service, in line with the Committee's general recommendation No. 23 on women in political and public life;
- (b) Amend the electoral law to allow for reserving at least 30 per cent of parliamentary seats for women, in line with article 4 (1) of the Convention and the Committee's general recommendations Nos. 23 and 25;
- (c) Provide training for women, including in the Grenadines, on leadership skills, campaigning and constituency-building to prepare them as candidates and for positions in political life and the various areas of public administration;
- (d) Conduct awareness-raising campaigns for politicians, journalists, teachers and community leaders, especially men, to enhance the understanding that the full, equal, free and democratic

participation of women on an equal basis with men in political and public life is a requirement for the full implementation of the Convention:

(e) Address cultural barriers that prevent women from moving into decision-making positions and ensure equal representation of women and men in such positions.

<u>Suriname</u>

- 30. The Committee notes with appreciation the efforts of the State party to promote women's political participation, as well as the slight increase in the participation of women in political life at the district and local levels and in the diplomatic service. Nonetheless, the Committee reiterates its previous concern (CEDAW/C/SUR/CO/3, para. 25) about the significant underrepresentation of women in political and public life, in particular in decision-making positions, including in the National Assembly and the Council of Ministers.
- 31. Recalling that the full, equal, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the full realization of the human rights of women, the Committee recommends that the State party:
- (a) Adopt a comprehensive strategy to promote the participation of women in political and public life at all levels, including through the adoption of statutory quotas for political appointments, the accelerated recruitment of women to decision-making positions and offering financial incentives for political parties that include an equal number of women and men in their electoral lists:
- (b) Promote definitive support for women who stand for election and their political campaigns for election through awareness-raising measures among political leaders and the general public, capacity-building and campaign financing;
- (c) Introduce temporary special measures to increase the representation of rural women, Maroon women and indigenous women in the National Assembly, the Council of Ministers, legislative bodies, district and local councils, leadership positions in political parties and on government advisory councils (High Organs of State).

Trinidad and Tobago

24. The Committee commends the State party on its achievements in increasing the representation of women in Parliament by more than 30 per cent during the elections held in 2015. It is concerned, however, that those achievements were based on voluntary commitments of political parties to increasing the participation of women in politics and that there are no proposals to have more prescriptive measures to accelerate the participation of women in political life. The Committee is particularly concerned at the lack of information on the representation of women in the judiciary, senior positions in the diplomatic service, academic institutions and the civil service. The Committee is further concerned that

young women who aspire to political office are discouraged by the lack of maternity leave for parliamentarians.

25. The Committee recommends that the State party introduce measures, including temporary special measures in accordance with article 4 (1) of the Convention and the Committee's general recommendations No. 25 (2004) and No. 23 (1997) on women in political and public life, such as a statutory quotas, in order to accelerate the full and equal participation of women in elected and appointed bodies, including the judiciary, senior positions in the diplomatic service and academic institutions. Furthermore, the State party should adopt prescriptive measures in order to preserve the progress achieved in the representation of women in Parliament and to introduce maternity leave for parliamentarians.

NATIONALITY

The Bahamas

- 31. The Committee notes the State party's announcement in November 2017 to amend the Nationality Act to ensure equality between women and men to transmit citizenship to their children. It, however, regrets that referenda conducted in 2012 and 2016 rejected proposals to change the Constitution so that Bahamian women can pass on their nationality to their children on an equal basis with men. The Committee is also concerned at the fact that children of parents, who are stateless in the Bahamas, including orphans of parents themselves stateless or of unknown nationality, can apply neither the principle of ius sanguinis nor of ius soli to obtain nationality, and at the lack of any information and statistics on stateless women and girls in the State party.
- 32. Recalling its previous recommendation (CEDAW/C/BHS/CO/1-5, para. 30) and General Recommendation No. 32 (2014) on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women, the Committee recommends that the State party:
- (a) Undertake specific measures aimed at raising awareness among politicians and the general public on the need to amend the Constitution in order to repeal provisions that discriminate against women in matters of nationality;
- (b) Amend the Nationality Act 1973 to include provisions allowing Bahamian men and women to transmit citizenship to their children on an equal basis, and take further legislative steps to ensure that Bahamian women can transmit their nationality to non-Bahamian spouses in line with article 9 of the Convention:
- (c) Introduce a statelessness determination procedure to identify stateless women and children, including orphans of parents themselves stateless or of unknown nationality, and afford them protection in the State

party, including access to a simplified naturalisation process before the age of 18 years.

Barbados

- 29. The Committee remains concerned that, some provisions on nationality in the State party's legislation notwithstanding, although such rights are possessed by Barbadian men, there are no constitutional rights for Barbadian women with regard to the following:
- (a) The transfer of nationality to a child born outside of the State party to a Barbadian woman who was not born in Barbados;
- (b) The right of Barbadian women to transfer their nationality to their foreign husbands.
- 30. The Committee recommends that the State party amend its Constitution to grant Barbadian women equal rights with men regarding the transmission of their nationality to their children or to their spouses of foreign nationality, in line with article 9 of the Convention.

Belize

- 33. The Committee notes with concern the large number of children, especially girl children, who do not have birth registration documents and who consequently cannot claim nationality and social benefits in the State party.
- 34. The Committee calls upon the State party to expedite and facilitate the process of registration of children without documentation and issue them with birth certificates and identity documents.

Haiti

- 27. The Committee notes the efforts of the State party to increase birth registrations, but is concerned at the high number of persons who do not possess any identification document or a birth certificate, thereby increasing their likelihood of statelessness. In addition, it is concerned at the situation of persons of Haitian origin living in the Dominican Republic who have recently become stateless. The Committee welcomes the State party's undertaking to ratify the 1954 Convention relating to the Status of Stateless Persons and the 1961 Convention on the Reduction of Statelessness.
- 28. The Committee recommends that the State party expedite the adoption of its draft Nationality Law and adopt a national framework on asylum. The State party is encouraged to strengthen its national civil registration system through systemizing the issuance of birth certificates and identity documents. The Committee also recommends negotiations with authorities of the Dominican Republic to address the situation of persons of Haitian origin in the Dominican Republic. The Committee recommends the ratification without delay of the 1954

Convention relating to the Status of Stateless Persons and the 1961 Convention on the Reduction of Statelessness.

St Vincent and the Grenadines

- 26. The Committee notes with satisfaction that, under the law of the State party, women have the same rights as men to acquire, change or retain nationality. It also acknowledges that legislative provisions extend the same rights to women and men to pass on their nationality to their children and provide for dual citizenship for both sexes equally. The Committee is concerned, however, about information stating that a married woman's ability to pass her nationality on to her husband is subject to the discretion of the responsible government minister, who can refuse such transmission of nationality "on reasonable grounds".
- 27. The Committee recommends that the State party amend its relevant legislation to grant women citizens equal rights with men regarding the transmission of their nationality to their foreign spouses.

Trinidad and Tobago

- 26. The Committee notes that the Citizenship of the Republic of Trinidad and Tobago (Amendment) Act (2000) provides for equal rights for women and men to acquire, change or retain nationality. It also notes the efforts of the State party to ensure birth registration, including by removing fees for obtaining birth certificates and introducing, in 2000, a late registration of birth programme. The Committee is concerned, however, at the lack of information on existing obstacles to birth registration, which may result in women and girls being stateless and vulnerable to trafficking. It is also concerned that there remains a significant number of children whose births are not registered.
- 27. The Committee recommends that the State party ensure compulsory birth registration to prevent the risk of women and girls, in particular girls in remote areas, becoming stateless and vulnerable to trafficking.

HUMAN RIGHTS

Dominica

8. The Committee also noticed some lack of conceptual clarity on issues contained in the Convention, such as the definition of temporary special measures, some concepts related, inter alia, to education, health and violence against women, and urges the State party to update its understanding of the concepts as elaborated in the Committee's general recommendations, in particular, general recommendations 5, 12, 19, 21 and 23 to 25. The Committee requests the State party to include in its report statistical and detailed information, disaggregated by sex and

other variables, such as rural and urban areas, on all the substantive provisions contained in the Convention. The Committee also requests the State party to provide information on the situation of indigenous Carib women as well as other vulnerable groups.

Grenada

- 9. While noting that the Constitution and national legislation such as the Employment Act (1999) and the Education Act (2002) include provisions on non-discrimination on the basis of sex, the Committee is concerned that the definition of discrimination does not encompass both direct and indirect discrimination and does not cover discrimination by public and private actors, in accordance with articles 1 and 2 of the Convention.
- 10. The Committee urges the State party to enact comprehensive national legislation to ensure the principle of equality between women and men with specific provisions prohibiting discrimination against women, in line with the definition contained in article 1 of the Convention, and a definition of discrimination that encompasses both direct and indirect discrimination and discrimination in the public and private spheres, in accordance with article 2 (e) of the Convention.
- 11. The Committee welcomes the current Constitutional review process, which will provide the State party with opportunities to incorporate principles of the Convention into the new Constitution. However, the Committee is concerned at the delay, since the ratification of the Convention in 1990, in incorporating the provisions of the Convention into the domestic law, and also that the current review process is entirely male driven.
- 12. The Committee urges the State party to proceed without delay with the incorporation of the Convention into its new Constitution and its domestic legal system in order to give direct effect to the Convention as the basis for the elimination of all forms of discrimination against women. The Committee recommends the active participation of all stakeholders, including non-governmental organizations working on women's rights, in the Constitutional review process.
- 13. The Committee is concerned that certain legal provisions and procedures in the State party discriminate against women or reflect negative gender stereotypes, including in the forms for registering birth and issuing a birth certificate; the application for citizenship by Commonwealth citizens; the registration of marriage; the priority of parental consent of marriage for persons under 18 years; and the procedure to apply for a passport for a child. The Committee is also concerned at the absence of relevant legislation and delays in enacting legislation against sexual harassment, legislation on trafficking in persons and the amendment of the sexual offences provisions in the Criminal Code.

14. The Committee calls on the State party:

- (a) To systematically review its laws and regulations in order to amend gender-based discriminatory provisions in its legislation and administrative regulations, including those mentioned in paragraph 13 above, with the aim of ensuring full compliance with the provisions of the Convention, in accordance with article 2 thereof;
- (b) Enact, without delay, legislation on sexual harassment at work and trafficking in persons, and amend the sexual offences provisions in the Criminal Code.

Guyana

- 9. The Committee calls upon the State party:
- (a) To take the steps necessary to ensure the adequate dissemination of the Convention and the Committee's general recommendations among all stakeholders, including government ministries, parliamentarians, the judiciary, law enforcement officers and religious and community leaders, so as to create awareness of women's human rights and establish firmly in the country a legal culture supportive of women's equality and non-discrimination;
- (b) To take all appropriate measures to enhance women's awareness of their rights and the means to enforce them, including by providing women with information on the Convention in languages accessible to them in all regions of the State party, in particular in hinterland and rural areas and among the Amerindian communities, emphasizing ways to use the available legal remedies in cases of violations of their rights.

Saint Lucia

- 25. While noting the intention of the State party to revise the Citizenship of Saint Lucia Act of 1979, the Committee is concerned that the Act contains provisions discriminatory to women who marry foreign nationals, and that no timetable has been set for its amendment.
- 26. The Committee recommends that the Citizenship of Saint Lucia Act of 1979 be amended without delay so as to bring it into compliance with article 9 of the Convention.

St. Vincent and the Grenadines

10. The Committee acknowledges that article 13 of the Constitution (1979) prohibits discrimination on the basis of sex, but is concerned that there is no specific provision establishing that men and women have equal rights and notes with regret that the 2009 Constitution bill, which included provisions for equal rights and the same legal status for women and men as well as the prohibition of discrimination on the basis of sex, was rejected by a referendum held on 25 November 2009. The Committee notes with concern the absence of a definition of discrimination against

women in line with that of the Convention as well as of the principle of equality of women and men in the State party's legislation. It is further concerned that there is no law on gender equality or comprehensive anti-discriminatory legislation that would incorporate the principle of equality of women and men and define and prohibit all forms of discrimination on the grounds of sex or gender, including direct and indirect discrimination in the public and private spheres, in line with articles 1 and 2 of the Convention.

- 11. The Committee recommends that the State party adopt, without delay, new legislation that fully incorporates the principle of equality of women and men as well as a definition and prohibition of discrimination on the basis of sex and gender in the public and private spheres, in line with articles 1 and 2 of the Convention.
- 12. The Committee notes with satisfaction that the State party has adopted some anti-discriminatory legislation, but notes with concern that sex-discriminatory provisions continue to exist in its legislation, including in the Criminal Code, the Marriage Act, the Employment of Women, Young Persons and Children Act and the Citizenship Act (1984).
- 13. Recalling its previous recommendation (see A/52/38/Rev.1, para. 142), the Committee recommends that the State party review its existing legislation by adopting a clear time frame and targets in relation to the law reform process and amend or repeal all discriminatory provisions, including in the laws mentioned above, to ensure their compatibility with the principle of equality and non-discrimination as enshrined in the Convention.

Suriname

- 32. The Committee welcomes the 2014 amendment of the Law of 1975 for the Regulation of the Surinamese Nationality and Residency, which aims to promote gender equality in the transfer of nationality and introduce safeguards to prevent statelessness. Nonetheless, the Committee is concerned that women living in the interior face difficulties registering the birth of their children.
- 33. Recalling article 9 of the Convention and the Committee's general recommendation No. 32 (2014) on the gender-related dimensions of refugee status, asylum, nationality and statelessness of women, the Committee recommends that the State party:
- (a) Take legislative and other measures, such as deploying mobile units of the civil registrar and reducing costs and administrative barriers, to facilitate birth registration for children born in the interior;
- (b) Remove any administrative barriers and discriminatory practices that prevent the registration of children born to foreign parents.