

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

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The Preamble to the Charter of the United Nations sets as one of the Organization's central goals the reaffirmation of "faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women." By the terms of the Charter, all members of the United Nations are legally bound to strive toward the full realization of all human rights and fundamental freedoms.

Human rights define the value and worth of each person and their relationship to society. They identify standards regarding the quality of life that each of us can expect to enjoy. Human rights are inherent: they belong to us simply because we exist as human beings. Human rights are inalienable: they stay with us for as long as we live. Human rights are universal: they belong to everyone, irrespective of their sex, race, color, religion, national or social origin or other status.

The International Bill of Human Rights and other human rights treaties lay down a comprehensive set of rights to which all persons, including women, are entitled. But, due to social structures, traditions, stereotypical assumptions and attitudes about women and their role in society, women do not always have the same opportunity and ability as men to access and enforce their rights. In 1963, the UN General Assembly adopted a resolution requesting the Commission on the Status of Women (CSW) to prepare a draft declaration that would combine, in a single instrument, international standards articulating the equal rights of men and women. In 1967, the UN General Assembly adopted the Declaration on the Elimination of Discrimination against Women, a document without the contractual force of a treaty.

In 1974, the CSW decided, in principle, to prepare a single, comprehensive and internationally binding instrument to eliminate discrimination against women. The text was prepared by working groups within CSW during 1976 and deliberated extensively by a working group of the UN General Assembly from 1977 to 1979. The UN General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979 by a vote of 130 to none, with 10 abstentions.

On 17 July 1980, 64 Member States signed the Convention and two Member States submitted their instruments of ratification. On 3 September 1981, 30 days after the twentieth Member State had ratified it, the Convention entered into force - faster than any previous human rights convention had done. As of 18 March 2005, 180 countries - over ninety percent of the members of the United Nations - are party to the Convention. The nations who have not ratified the Convention are Brunei Darussalam, Cook Islands, Iran, Marshall Islands, Nauru, Oman, Palau, Qatar, Somalia, Sudan, Tonga, and the United States.

What is an International Human Rights Convention?

An international human rights convention (or treaty) is a collection of human rights standards that has been put into the form of an agreement between different countries of the world. Once a national government ratifies a convention, the government is bound to the convention's terms.

Governments agree to ensure that the people living within their boundaries are able to access and enforce the rights within the convention. A government then becomes subject to the scrutiny of the United Nations, including by special committees set up under the convention, other governments, and NGOs (non-governmental organizations), for its actions in implementing human rights. Governments can use many strategies to implement an international human rights convention. Merely creating new laws is not an effective way to change social practices and attitudes that are often responsible for human rights violations. Other important strategies include ensuring that human rights are properly enforced by providing resources and assistance, access to courts and appropriate punishment for violations; and providing education and awareness-raising programs about human rights.

What Rights are in CEDAW?

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) defines what constitutes discrimination against women and sets a framework for national action to end such discrimination. It is the first international treaty to

comprehensively address fundamental rights for women in politics, health care, education, economics, employment, law, property, and marriage and family relations.

Definition of Discrimination

Article 1: Defines **discrimination** against women as any “distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of marital status, on the basis of equality between men and women, of human rights or fundamental freedoms in the political, economic, social, cultural, civil, or any other field.”

Law, Policy and Prejudices:

Article 2: Mandates that States Parties **condemn discrimination** in all its forms and to ensure a legal framework including all laws, policies and practices that provides protection against discrimination and embodies the principle of equality.

Article 3: Requires States Parties to **take action in all fields—civil, political, economic, social, and cultural**—to guarantee women’s human rights.

Article 4: Permits States Parties to take “**temporary special measures**” to accelerate equality.

Article 5: Declares the need to take appropriate measures to modify cultural patterns of conduct, as well as the need for family education to recognize the social function of motherhood and the **common responsibility for raising children**.

Exploitation and Prostitution

Article 6: Obligates States Parties to take measures to **suppress the trafficking of women** and the exploitation of prostitution of women.

Politics and Public Life:

Article 7: Mandates States Parties end discrimination against women in political and public life and ensure women’s **equal rights to vote**, be eligible for election, participate in the formulation of policy, **hold office**, and participate in associations and non-governmental organizations.

Article 8: Requires measures allowing women to **represent their governments** internationally on an equal basis with men.

Nationality:

Article 9: Mandates that women have equal rights with men to acquire, change, or retain their **nationality** and that of their children.

Education and Training:

Article 10: Obligates States Parties to end discrimination in education, including in professional and vocational training, access to curricula and other means of receiving an **equal education** as well as to **eliminate stereotyped concepts** of the roles of men and women.

Employment:

Article 11: Mandates the end of discrimination in the field of employment, including the **right to work**, employment opportunities, **equal remuneration**, free choice of profession and employment, **social security**, and protection of health, including maternal health, and also in regard to discrimination on the grounds of marriage or maternity.

Health:

Article 12: Requires steps to eliminate discrimination in **health care**, including access to services such as **family planning**.

Economic Life, Sport and Culture:

Article 13: Requires that women be ensured the same rights as men in all areas of social and economic life, such as **family benefits, mortgages, bank loans**, and participation in **recreational activities and sports**.

Women Living in Remote and Rural Areas:

Article 14: Focuses on the particular problems faced by **rural women**, including the areas of women’s participation in development planning, access to adequate **health care, credit, education, and adequate living conditions**.

Equality Before the Law:

Article 15: Obligates States Parties to take steps to ensure **equality before the law** and the same legal capacity to act in such areas as **contracts**, administration of **property**, and choice of **residence**.

Family Relations:

Article 16: Requires steps to ensure **equality in marriage and family relations**, including equal rights with men to **freely choose marriage**, equal rights and responsibilities toward children, including the right to **freely determine the number and spacing of children** and the means to do so, and the same rights to **property**.

Administrative:

Article 17: Calls for the establishment of the **Committee on the Elimination of Discrimination Against Women (CEDAW)** to evaluate progress made in implementation of the Convention.

Article 18: Establishes a **schedule for reporting** on progress by ratifying countries.

Article 19: Allows the CEDAW Committee to adopt **procedural rules** and sets a two-year term for its officers.

Article 20: Sets **annual CEDAW meetings** to review States Parties' reports.

Article 21: Directs the CEDAW Committee to report annually to the General Assembly and to make **suggestions and general recommendations** based on the States Parties' reports.

Article 22: Allows for representation of **specialized agencies** of the U.N. and for CEDAW to invite reports from them.

Articles 23-30: Outlines elements for **operation and enforcement of the treaty**, permissible reservations, and how disputes between States Parties can be settled.

The CEDAW Committee:

The CEDAW Committee is made up of twenty-three experts on women's rights who are nominated and elected by CEDAW States Parties for four-year terms. Although nominated by governments, members of the CEDAW Committee serve in their individual capacities, not as government representatives. Countries that have ratified CEDAW are committed to submit national reports, at least every four years, on measures taken to comply with their treaty obligations. The Committee reviews those reports and assesses the Convention's implementation. The Committee annually reports to the United Nations General Assembly on its activities and makes recommendations to States Parties based on the evaluation of their reports to the Committee.

What is the Optional Protocol?

Optional Protocols, which allow States Parties to opt for additional provisions to a treaty, exist under several international conventions. Established in 2000, CEDAW's Optional Protocol is a procedure for handling complaints about a breach of rights. It offers two mechanisms to hold governments accountable for their obligations under CEDAW: (1) a communications procedure, which provides individuals and groups the right to lodge complaints with the CEDAW Committee; and (2) an inquiry procedure, which enables the CEDAW Committee to conduct inquiries into serious and systematic abuses of women's rights. To bring a complaint, it must first be shown that all

remedies available through the law in that country have been exhausted. These mechanisms are only applicable in countries that are States Parties to the Optional Protocol. As of 15 September 2004, 72 countries have acceded to the Optional Protocol.

How Does CEDAW Work?

The Convention commits ratifying nations to overcoming barriers to discrimination against women. It has no enforcement authority and requires only a periodic report and review process. In many of the countries that have ratified the treaty, it has guided the passage and enforcement of national law. For example, India developed national guidelines on workplace sexual assault after the Supreme Court, in ruling on a major rape case, found that CEDAW required such protections. But, where domestic laws diverge from the treaty, countries also can express "reservations, understandings, and declarations."

What are Reservations?

Reservations are exceptions that States Parties make to a treaty, or provisions to which they will not adhere. The Convention permits ratification subject to reservations, provided that the reservations are not incompatible with the object and purpose of the Convention. A number of States Parties enter reservations to particular articles on the grounds that national law, tradition, religion or culture are not congruent with Convention principles.

Articles 2 and 16 are considered by the Committee to be core provisions of the Convention. It considers reservations to both Articles impermissible and is concerned at the number and extent of reservations entered to those Articles. The Committee considers States Parties which have entered reservations to have certain options open to them: (a) After having examined the finding in good faith, maintain its reservation; (b) Withdraw its reservation; (c) "Regularize" its situation by replacing its impermissible reservation with a permissible reservation; (d) Renounce being a party to the Treaty. To date, few reservations to Article 2 have been withdrawn or modified by any State Party and reservations to Article 16 are rarely withdrawn.

The Committee has certain responsibilities as the body of experts charged with the consideration of periodic reports submitted to it. The Committee, in its examination of States Parties' reports, enters into constructive

dialogue with the State Party and makes concluding comments routinely expressing concern at the entry of reservations, in particular to articles 2 and 16, or the failure of States Parties to withdraw or modify them. Removal or modification of reservations, particularly to articles 2 and 16, would indicate a State Party's determination to remove all barriers to women's full equality. The full text of Articles 2 and 16 follow:

Article 2

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

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

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

Article 16

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to

enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;

(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

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

The United States and CEDAW

The United States treaty ratification process requires that the President sign the treaty and then submit it to the Senate Foreign Relations Committee for advice and consent to ratification. Once the Foreign Relations Committee votes in favor of the treaty, it must be voted upon by the full Senate during the same Congressional session. A two-thirds vote of the full Senate is required to approve the treaty. Finally, the President must sign it.

During the Carter Administration, the United States strongly supported and played an active role in the process that led to the creation of CEDAW. President Carter signed the treaty on July 17, 1980, and sent it to the Senate Foreign Relations Committee in November 1980 for advice and consent to ratification. The Committee held hearings on CEDAW in 1988 and 1990 but did not proceed to a Committee vote because

neither the Reagan Administration nor the first Bush Administration supported ratification.

In the spring of 1993, 68 senators signed a letter to President Clinton asking him to take the necessary steps to ratify CEDAW. In June 1993, Secretary of State Warren Christopher announced at the World Conference on Human Rights in Vienna that the Clinton Administration would pursue CEDAW and other human rights treaties. In September 1994, the treaty was favorably reported out of the Foreign Relations Committee by a vote of 13 to 5, with one abstention. This vote occurred in the last days of the Congressional session. Several senators put a hold on the treaty, thereby blocking the ratification vote on the Senate floor. When the Senate convened in January 1995, the treaty reverted back to the Foreign Relations Committee, where no further action was taken.

In September 1995, at the U.N. Conference on Women in Beijing, the U.S. made ratification by 2000 one of its public commitments. In June 1997 the Clinton Administration informed the Senate Foreign Relations Committee of its priorities for ratification of international treaties in the 105th Congress. CEDAW was the only human rights treaty listed in Category 1: Treaties for which there is an urgent need for Senate approval; but it was not reported out of Committee.

Momentum for the treaty grew again in 2002 when Senator Joseph R. Biden, Jr. (D-DE) became Chair of the Foreign Relations Committee. In a letter to the Committee dated February 7, 2002, the Department of State placed CEDAW in Category III—those treaties which the Bush Administration “believes are generally desirable and should be approved.” Chairman Biden therefore proceeded with plans for a hearing on the treaty. Between March and June 2002, the Foreign Relations Committee attempted to schedule testimony from State Department officials. Letters from the Departments of State and Justice urged that the Committee delay consideration of the Convention until a review was completed but reiterated the Administration’s support for ratification of the Convention. Because of the limited time remaining in the 107th Congress, and because the Administration could not provide any information about when its review would be completed, Chairman Biden proceeded with a hearing in mid-June. On July 30, 2002, the Committee considered the Convention, and ordered it favorably

reported by a vote of 12-7. Ayes: Senators Biden, Sarbanes, Dodd, Kerry, Feingold, Wellstone, Boxer, Torricelli, Nelson, Rockefeller, Smith, and Chafee. Nays: Senators Helms, Lugar, Hagel, Frist, Allen, Brownback, and Enzi. The Committee recommended that the Senate give its advice and consent to the ratification of the Convention, subject to 4 reservations, 5 understandings, and 2 declarations set forth in the resolution of advice and consent to ratification. However, CEDAW was not considered by the full Senate before the 107th Congress was adjourned. It has not been acted upon by the Senate Foreign Relations Committee since that time.

What are the Reservations, Understandings and Declarations?

The Clinton Administration undertook a thorough review of the Convention, and recommended that the Senate include nine conditions (four reservations, three understandings, and two declarations) in the resolution of advice and consent. The 2002 resolution recommended by the Senate Foreign Relations Committee included two other conditions: an understanding first proposed by Senator Helms in 1994 related to abortion, and an understanding proposed by Senator Biden in 2002 related to the CEDAW Committee.

RESERVATIONS

(1) The Constitution and laws of the United States establish extensive protections against discrimination, reaching all forms of governmental activity as well as significant areas of non-governmental activity. However, individual privacy and freedom from governmental interference in private conduct are also recognized as among the fundamental values of our free and democratic society. The United States understands that by its terms the Convention requires broad regulation of private conduct, in particular under Articles 2, 3 and 5. The United States does not accept any obligation under the Convention to enact legislation or to take any other action with respect to private conduct except as mandated by the Constitution and laws of the United States.

(2) Under current U.S. law and practice, women are permitted to volunteer for military service without restriction, and women in fact serve in all U.S. armed services, including in combat positions. However, the United States does not accept an obligation under the Convention to assign women to all military units and

positions which may require engagement in direct combat.

(3) U.S. law provides strong protections against gender discrimination in the area of remuneration, including the right to equal pay for equal work in jobs that are substantially similar. However, the United States does not accept any obligation under this Convention to enact legislation establishing the doctrine of comparable worth as that term is understood in U.S. practice.

(4) Current U.S. law contains substantial provisions for maternity leave in many employment situations but does not require paid maternity leave. Therefore, the United States does not accept an obligation under Article 11(2)(b) to introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances.

UNDERSTANDINGS

(1) The United States understands that this Convention shall be implemented by the Federal Government to the extent that it exercises jurisdiction over the matters covered therein, and otherwise by the State and local governments. To the extent that State and local governments exercise jurisdiction over such matters, the Federal Government shall, as necessary, take appropriate measures to ensure the fulfillment of this Convention.

(2) The Constitution and laws of the United States contain extensive protections of individual freedom of speech, expression, and association. Accordingly, the United States does not accept any obligation under this Convention, in particular under Articles 5, 7, 8 and 13, to restrict those rights, through the adoption of legislation or any other measures, to the extent that they are protected by the Constitution and laws of the United States.

(3) The United States understands that Article 12 permits States Parties to determine which health care services are appropriate in connection with family planning, pregnancy, confinement and the post-natal period, as well as when the provision of free services is necessary, and does not mandate the provision of particular services on a cost-free basis.

(4) Nothing in this Convention shall be construed to reflect or create any right to abortion and in no case should abortion be promoted as a method of family planning.

(5) The United States understands that the Committee on the Elimination of Discrimination Against Women

was established under Article 17 “for the purpose of considering the progress made in the implementation” of the Convention. The United States understands that the Committee on the Elimination of Discrimination Against Women, as set forth in Article 21, reports annually to the General Assembly on its activities, and “may make suggestions and general recommendations based on the examination of reports and information received from the States Parties.” Accordingly, the United States understands that the Committee on the Elimination of Discrimination Against Women has no authority to compel actions by States Parties.

DECLARATIONS

(1) The United States declares that, for purposes of its domestic law, the provisions of the Convention are non-self-executing.

(2) With reference to Article 29(2), the United States declares that it does not consider itself bound by the provisions of Article 29(1). The specific consent of the United States to the jurisdiction of the International Court of Justice concerning disputes over the interpretation or application of this Convention is required on a case-by-case basis.

Pros and Cons According to the Senators on the Foreign Relations Committee in 2002

The following information was culled from the Senate Foreign Relations Committee Report (including minority opposition reports) dated September 6, 2002.

Pros - The Majority View

1) Ratification will reaffirm the commitment of the United States before the eyes of the world to the principle of equality between men and women and to the promotion and protection of women’s rights at home and abroad. The failure of the United States to ratify undercuts the effectiveness of our message in promoting women’s rights.

2) Ratification will enhance the ability of the United States to press for women’s rights globally. It will give our diplomats a means to press other governments to fulfill their obligations under the Convention.

3) With the United States adding its voice in promoting adherence to CEDAW obligations, women in many countries will be empowered and encouraged to press vigorously for fulfillment of CEDAW obligations.

Cons - The Minority View

1) No hearings on the Convention were held between September 27, 1994 and June 13, 2002. Action should have been deferred until after completion of the Executive Branch analysis of the implications for domestic and international law since 1994. The reservations, understandings, and declarations do not represent the view of the current administration and the resolution was developed without hearing any Administration witnesses.

2) The Convention has implications for U.S. compliance with regard to important social issues such as abortion on demand (including restrictions on Federal funding), comparable worth salary laws, women in the military, same-sex marriage, health care, single-sex education and potential government intrusion into areas traditionally within the scope of family privacy.

3) It is through the personal heroism and sacrifice of American forces, not a multilateral treaty, that Afghan women have been relieved of the burden of an oppressive, anti-woman government whose equally lawless predecessor signed CEDAW in 1980.

4) Ratification of CEDAW will help lawyers and other pro-abortion advocates reach the goal of enshrining unrestricted access to abortion in the United States. Abortion activists will work to use CEDAW to neutralize the democratic will of federal and state legislators. The treaty will also be used to erode other traditional prerogatives of the states by intruding in issues like marriage and child-rearing.

5) The Committee on the Elimination of Discrimination Against Women prepares reports and recommendations to State Parties. If the Senate ratifies this Convention, the United States would subject itself to criticism and condemnation by this Committee and we need to understand the basis, practical effect, and any possible implications of the reports.

The Bush Administration's View

Excerpts from letter from Colin L. Powell, Secretary of State, to Senator Biden, July 8, 2002:

Addressing the issues confronting women—from suffrage to gender-based violence—is a priority of this Administration. We are committed to ensuring that promotion of the rights of women is fully integrated into American foreign policy. Our recent actions in Afghanistan underscore this commitment to promote the rights of girls and women who suffered under the draconian Taliban rule, including in education, em-

ployment, healthcare, and other areas. It is for these and other reasons that the Administration supports CEDAW's general goal of eradicating invidious discrimination against women across the globe.

The vagueness of the text of CEDAW and the record of the official U.N. body that reviews and comments on the implementation of the Convention, on the other hand, raise a number of issues that must be addressed before the United States Senate provides its advice and consent. We believe consideration of these issues is particularly necessary to determine what reservations, understandings and declarations may be required as part of the ratification process.

As you are aware, the Committee on the Elimination of Discrimination Against Women prepares reports and recommendations to State Parties. Portions of some of these reports and recommendations have addressed serious problems in useful and positive ways, such as women and girls who are victims of terrorism (Algeria) and trafficking in women and girls (Burma). However, other reports and recommendations have raised troubling questions in their substance and analysis, such as the Committee's reports on Belarus (addressing Mother's Day), China (legalized prostitution), and Croatia (abortion).

State Parties have always retained the discretion on whether to implement any recommendations made by the Committee. The existence of this body of reports, however, has led us to review both the treaty and the Committee's comments to understand the basis, practical effect, and any possible implications of the reports. We are also examining those aspects of the treaty that address areas of law that have traditionally been left to the individual states.

Can CEDAW Be Implemented Locally?

As of March 2004, California, Connecticut (Senate), Florida (House), Hawaii, Illinois (House), Iowa, Maine, Massachusetts, New Hampshire, New York, North Carolina, Rhode Island (General Assembly), South Dakota (House), Vermont, Wisconsin (Senate), and the Territory of Guam have endorsed CEDAW or have adopted it on behalf of their jurisdictions. Eighteen counties and forty-four cities have also passed resolutions.

In its Resolution of February 15, 2000, Cook County, IL, urged the Senate to ratify CEDAW whereas the County itself continues to address the equality, rights and dignity of all people as envisioned in CEDAW

through the work of its Commission on Women's Issues, its policy on sexual harassment, its Human Rights Ordinance, its many domestic violence prevention and intervention programs, its ongoing outreach to provide basic health care to women of all communities, and its commitment to women owned business enterprises and equal employment opportunities at all levels of government.

Los Angeles City adopted a Resolution on March 15, 2000 which declares that the City adopts and implements the principles of CEDAW; declares it will not discriminate against women and girls in the areas of employment practices, allocation of funding and delivery of direct and indirect services; and resolves that the principles of CEDAW be adopted and included as a part of the City's ongoing federal and state legislative program.

San Francisco has gone a step further and has begun to implement CEDAW into its laws. In April 1998, San Francisco became the first city in this country to adopt an ordinance implementing CEDAW locally. They began by conducting a gender analysis in two departments and the different needs of the population they serve and employ. The departments reviewed the analysis results to evaluate the department's adherence to the principles of CEDAW. They then made recommendations on how the departments could better protect and promote women's human rights through their operations.

Conclusion

Over 90% of the United Nations' Member States have ratified CEDAW. For many women around the world, CEDAW is the best avenue for realizing the human rights women in the United States take for granted. What makes CEDAW so controversial in the United States that it has not been ratified by the Senate in 25 years? This will be addressed in our November 12 forum, part of a series of forums on "Women Engaging Globally." This is a program of the League of Women Voters Education Fund, the Center for Women Policy Studies and the Women's Environment and Development Organization, made possible through a generous grant from the Open Society Institute - DC Office. It is locally co-sponsored by the League of Women Voters of the Fairfax Area Education Fund.

Moderator: Christianne Klein,
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Panelists (*partial list*):

Sarah Albert, Public Policy Director, General Federation of Women's Clubs; Co-Chair, Working Group on the Ratification of CEDAW

Penny Wakefield, Civil and human rights lawyer; Steering Committee, Working Group on the Ratification of CEDAW

Wendy Wright, Executive Vice President, Concerned Women for America

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<http://www.hreoc.gov.au/sex_discrimination/cedaw/text.html> Australian Human Rights and Equal Opportunity Commission. Sex Discrimination Commission, CEDAW Information Package

<<http://hrw.org/campaigns/cedaw>> Human Rights Watch Foreign Relations Committee Report (Including the "Opposition Minority Report") [DOCID: f:er009.107] From the Executive Reports Online via GPO Access [wais.access.gpo.gov] 107th Congress: Exec. Report SENATE: 2d Session, 107-9 CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN September 6, 2002.—Ordered to be printed

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