

7

Tools

Checklist for Gender Mainstreaming

The following six-fold list of different spheres of activity has been adapted from a one suggested as a good basis both for establishing a programme for achievement of women's advancement and as a check-list for assessing progress towards gender mainstreaming (Giele, 1977). The list is not comprehensive but rather provides a starting point. It can be added to in many ways according to specific contexts.

Political expression

- ◆ What rights do women possess, formally or informally?
- ◆ Can they attend or organise public meetings on matters that they identify as being of concern?
- ◆ Can they vote freely, both in theory and in reality?
- ◆ Can they own, hold, enjoy and transmit the use of property in their own right?
- ◆ Can they express dissent (in public or private) without fear of public or private retribution or denial of rights?
- ◆ How much media time (printed, radio, television) is given to coverage of political issues concerning women?

Work and mobility

- ◆ What jobs to women perform in the national labour force?
- ◆ What is women's participation in the informal labour force?
- ◆ How mobile are women and what facilities are provided for child care?
- ◆ Do they receive equal pay for equal work?
- ◆ How is equal work determined? How are all the tasks they undertake valued, formally and in reality?
- ◆ Are there statistics on male/female migrant workers?
- ◆ What access to female migrant workers have to social, medical and legal services?
- ◆ What leisure do women enjoy?
- ◆ Are they given the space to participate in leisure activities?
- ◆ Do women enjoy genuine freedom of movement on a local, regional, national and international level?

Family, formation, duration and size

- ◆ Can women choose their own partners?
- ◆ Can their chosen partners enter and remain in the country if non-nationals?
- ◆ Can they end their relationships with their partners?
- ◆ What is the social and economic status of single women, whether they are unmarried, divorced or widowed?

- ◆ What is the social and economic status of young women or elderly women?
- ◆ Do women have rights of custody over children?
- ◆ Can women bestow their nationality on their children?

Education

- ◆ What genuine access do women and girls have to all levels of education and skills training?
- ◆ What factors lead to the removal of girls from education?
- ◆ What provision is there for monitoring girls' regular attendance in education?
- ◆ How much can they attain and is the curriculum the same for both sexes?
- ◆ Are equal facilities and opportunities provided for children of both sexes?
- ◆ Are all forms of skills training open to women?
- ◆ Are they disproportionately represented in some forms of skills training?

Health and sexual control

- ◆ What are the rates of female mortality?
- ◆ At what ages are women most vulnerable to mortality?
- ◆ To what particular conditions are women most vulnerable, including both physical and mental stresses and illness?
- ◆ What control can women exercise over their own fertility and bodies?
- ◆ What are the rates of females infected by HIV/AIDS?
- ◆ What control can women exercise over their sexual relations?

Cultural expression

- ◆ What images of women and their place in society are prevalent?
- ◆ How are they perpetuated?
- ◆ How far do they reflect or determine the reality?
- ◆ What roles can women play in the cultural life of society?
- ◆ What aspects of culture subordinate women's social, legal and sexual rights?

Checklist of Compliance with CEDAW

These questions check whether measures to ensure equality have been taken. However, it is important to note that questions must go beyond equal rights with men to ensure equality of opportunity in accessing and using many of these services. In all cases it must be asked what the obstacles are to achieving equality and what steps need to be taken to overcome them.

Policy measures to be taken (article 2)

- ◆ Does the government have a policy for ending discrimination against women?
- ◆ Is the principle of equality between men and women incorporated in the national constitution or other appropriate legislation?
- ◆ Have legislation and other measures been put into effect to prohibit discrimination against women?
- ◆ Has the legal protection of the rights of women on an equal basis with men been established?
- ◆ Is the government engaging in any act or practice of discrimination against women?
- ◆ Is the government taking all appropriate measures to eliminate discrimination against women by any person, organisation or enterprise?
- ◆ Are laws, customs and regulations that are discriminatory being modified or abolished?
- ◆ Have all national penal provisions that discriminate against women been abolished?

Guarantee of basic human rights (article 3)

Have all appropriate measures, including legislation, been taken in all fields – in particular in the political, social, economic and cultural fields – to ensure the full development and advancement of women so that they can enjoy their human rights equally with men?

Temporary special measures (article 4)

What temporary measures aimed at accelerating equality between women and men has the governments adopted, if any?

Sex roles and stereotyping (article 5)

- ◆ Have social and cultural practices that discriminate against women been identified?
- ◆ What are they?
- ◆ What is the government doing to eliminate these practices?
- ◆ Are women and men being educated to understand the role of maternity as a social function?
- ◆ Are women and men being educated to recognise that raising children is the equal responsibility of men and women?

Prostitution (article 6)

- ◆ Is the government working to eliminate trafficking in women?
- ◆ What steps is it taking against perpetrators of trafficking?
- ◆ Is it working to eliminate the exploitation of the prostitution of women?

Political and public life (article 7)

- ◆ Do women have the right to vote and stand for election?
- ◆ What steps are taken to ensure that women can vote without pressure or intimidation?
- ◆ Do women have the right to participate in the formulation of government policy and to hold public office?
- ◆ What steps has government taken to encourage women to enter public office?
- ◆ Can NGOs operate within a secure, legal environment?
- ◆ Do women have the right to participate in NGOs and associations concerned with the public and political life of the country?

Participation at international level (article 8)

What action has government taken to ensure that women have the opportunity to represent their government at the international level and participate in international organisations?

Nationality (article 9)

- ◆ Do women have the same rights as men to change or retain their nationality?
- ◆ Do women have the same rights as men to change or retain the nationality of their children?

Education (article 10)

- ◆ Do girls and women have equal access to education and vocational guidance at all levels?

- ◆ Have stereotypical concepts of the roles of men and women been eliminated, particularly through coeducation and the revision of textbooks and school programmes?
- ◆ Has the female student drop-out rate been reduced?
- ◆ Have programmes been organised for girls and women who have left school prematurely?
- ◆ Do both sexes have:
 - the same curricula, examinations, and standards for teaching and equipment?
 - equal access to scholarships and grants
 - the same opportunities for access to programmes of continuing education, including adult and functional literacy programmes?
 - the same opportunities to participate actively in sports and physical education?
 - access to specific educational information to help ensure the health and well-being of families, including information and advice on family planning?

Employment (article 11)

- ◆ Do women have the same employment rights as men, including the right to work in the same areas of employment?
- ◆ Do women and men have the same employment opportunities, including the application of the same criteria for selection?
- ◆ Do women have the right to:
 - free choice of profession and employment?
 - promotion?
 - job security?
 - benefits and conditions of service?
 - receive vocational training and retraining?
 - equal remuneration, including benefits?
 - equal treatment in respect of work of equal value?
 - equality of treatment in the evaluation of the quality of work?
 - social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work?
 - paid leave?
 - maternity leave with pay and special protection against harmful work during pregnancy?
- ◆ Are there social services that enable parents to combine family obligations with work responsibilities, particularly child-care facilities?

Health care and family planning (article 12)

- ◆ Do women have access to health care services, including family planning?
- ◆ Do appropriate services exist in connection with pregnancy, confinement and the post-natal period?
- ◆ Do services exist for women's health at all times of their life cycle?

Economic and social benefits (article 13)

- ◆ Do women have equal access to family benefits, bank loans, mortgages and other types of financial credit?
- ◆ Do women have an equal right to participate in recreational activities, sports and cultural life?
- ◆ What steps are taken to ensure that recreational activities, sports and cultural facilities are affordable by and accessible to women?

Rural women (article 14)

- ◆ Are rural women benefiting from rural development on an equal basis with men?
- ◆ Do rural women have access to adequate health care facilities, including information, counselling and services in family planning?
- ◆ Are rural women benefiting directly from social security programmes?
- ◆ Can rural women obtain all types of training and education, formal and non-formal?
- ◆ Do rural women have the right to organise self-help groups and co-operatives in order to obtain equal access to economic opportunities?
- ◆ Do rural women have the right to participate in all community activities?
- ◆ Do rural women have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as land resettlement schemes?
- ◆ Do rural women enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications?

Equality before the law (article 15)

- ◆ Do women have equality before the law?
- ◆ Can women access legal arenas and procedures?
- ◆ Do women have a legal capacity identical to that of men and the same opportunities to exercise that capacity, including the right to make contracts and administer property?
- ◆ Are women treated equally in all stages of procedure in court and tribunals?
- ◆ Do women have the right to choose their residence or domicile?

Marriage and family law (article 16)

- ◆ Do women of all ages have the same right as men freely choose a spouse and get married only with their free and full consent?
- ◆ Do women have the same rights and responsibilities as men at marriage and at its dissolution?
- ◆ Do women and men have the same rights and responsibilities as parents, irrespective of marital status, in matters relating to their children?
- ◆ Do women have the right to choose freely the number and spacing of their children and access to information and education that would allow them to exercise this right?
- ◆ Do women have the right to choose a family name, a profession and an occupation?
- ◆ Do women have equal rights and responsibilities regarding ownership, management and disposition of property?
- ◆ Is there an established minimum age for marriage?
- ◆ Is the registration of marriage compulsory?
- ◆ What steps have been taken to ensure that registration is carried out?
- ◆ Does failure to register a marriage cause hardship for women and how is it ensured that this does not occur?