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## **Committee on the Elimination of Discrimination against Women**

### **Concluding observations on the sixth periodic report of the Czech Republic\***

1. The Committee considered the sixth periodic report of the Czech Republic (CEDAW/C/CZE/6) at its 1385th and 1386th meetings on 23 February 2016 (see CEDAW/C/SR.1385 and 1386). The Committee's list of issues and questions is contained in CEDAW/C/CZE/Q/6, and the responses of the Czech Republic are contained in CEDAW/C/CZE/Q/6/Add.1.

#### **A. Introduction**

2. The Committee appreciates that the State party submitted its sixth periodic report. It also appreciates the State party's written replies to the list of issues and questions raised by its pre-sessional working group. It welcomes the oral presentation of the delegation and the further clarifications provided in response to the questions posed orally by the Committee during the dialogue.

3. The Committee commends the State party delegation which was headed by Ms. Andrea Barsova, Director of the Human Rights and Minority Protection Department. The delegation also included representatives of the Gender Equality Unit, the Ministry of Justice, the Ministry of Health, the Ministry of the Interior, the Ministry of Labour and Social Affairs, the Ministry of Education, Youth and Sport, and of the Permanent Mission of Czech Republic to the United Nations Office at Geneva.

#### **B. Positive aspects**

4. The Committee welcomes the progress achieved since the consideration in 2010 of the State party's fifth periodic report (CEDAW/C/CZE/CO/5) in undertaking legislative reforms, including the adoption of:

(a) The adoption of the Act No. 372/2011 Coll., on health services and the terms and conditions for the providing of such services (The Act on Healthcare Services), as amended by Act No. 167/2012 Coll.;

(b) Act No. 418/2011 Coll., on the Criminal Liability of Legal Entities;

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\* Adopted by the Committee at its sixty-third session (15 February-4 March 2016).

(c) Act No. 359/1999 Coll., on Socio-Legal Protection of Children, to allow for a specialized form of social guardianship for children and minors; and,

(d) Act No. 435/2004 Coll., on Employment, which increases maximum amount of a fine which can be imposed on a legal entity or a natural person employing people illegally.

5. The Committee welcomes the State party's efforts to improve its policy framework aimed at accelerating the elimination of discrimination against women and advancing women's rights, such as:

(a) The reinstatement of the position of Minister for Human Rights, Equal Opportunities and Legislation in 2014; and

(b) The adoption of the Strategy for Equality of Women and Men in Czech Republic for 2014 to 2020.

6. The Committee welcomes the fact that, in the period since the consideration of the previous report, the State party has ratified or acceded to the following international instruments:

(a) The Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography, in 2013;

(b) The Convention against Transnational Organised Crime, in 2013; and,

(c) The Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the United Nations Convention against Transnational Organised Crime (Palermo Protocol), in 2014.

## **C. Principal areas of concern and recommendations**

### **Parliament**

**7. The Committee stresses the crucial role of the legislative power in ensuring the full implementation of the Convention (see the Committee's statement on its relationship with parliamentarians, adopted at the forty-fifth session, in 2010). It invites the Parliament, in line with its mandate, to take necessary steps regarding the implementation of the present concluding observations between now and the next reporting period under the Convention.**

### **Visibility of the Convention and its Optional Protocol**

8. The Committee reiterates its concern that the provisions of the Convention continue to be rarely invoked in court proceedings in both the Constitutional Court and the ordinary courts, which indicates that there is inadequate knowledge among the general public, women themselves and within the judiciary about the rights of women under the Convention and the procedures available to them under the Optional Protocol, the concept of substantive equality of women and men, and the Committee's general recommendations.

9. The Committee reiterates its recommendation (CEDAW/C/CZE/CO/5, para. 13) that the State party ensure that the Convention and its Optional Protocol, as well as the Committee's general recommendations, are made an integral part of legal education and training of judges, lawyers and prosecutors, with a view to enabling them to directly apply the provisions of the Convention and interpret national legal provisions in light of the Convention. It also reiterates its request for the State party to raise awareness among women of their rights under the Convention and the communications and inquiry procedures provided by its Optional Protocol.

### Access to justice

10. The Committee reiterates its previous concern on the low number of lawsuits for sex discrimination filed in the State party's courts and that women often prefer out-of-court settlements due to, inter alia, the financial cost of litigation and the difficulty of providing proof of incidents of sex discrimination.

11. **The Committee recommends that the State party expeditiously establish a comprehensive system of free legal aid to women without sufficient means to pay for legal assistance in anti-discrimination proceedings, taking into account the Committee's General Recommendation No. 33 (2015) on women's access to justice. The Committee also recommends that the State party consider undertaking legislative reforms to allow for *actio popularis*, including in cases of sex discrimination. Furthermore, the Committee reiterates its previous recommendation that the State party provide systematic training on the application of legislation prohibiting discrimination on grounds of sex in line with its obligations under the Convention, including the Anti-Discrimination Law, the Labour Code and the Employment Law, to judges, lawyers, labour inspectors, NGOs and employers.**

### National machinery

12. The Committee is concerned that the frequent changes on reporting lines and mandates of the State party's institutional machinery for the advancement of women have resulted in instability and weakened capacity for the implementation of the Convention. It also remains concerned about the inadequate human and financial resources of the Gender Equality Unit, with a significant proportion of the funding stemming from European Social fund and Norwegian fund rather than specifically earmarked funding from the State party's regular budget.

13. **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 necessary conditions for the effective functioning of national mechanisms, the Committee calls on the State party to establish a clear, stable and sustainable framework for the efficient functioning of its national machinery for the advancement of women's rights; this should include a clear mandate and reporting lines, the necessary authority and the adequate human and financial resources and last but not least a monitoring and evaluation capacity for its Gender Equality Unit. The State party should also allocate specifically earmarked regular budget funding for its institutional machinery for the advancement of women.**

### Temporary special measures

14. The Committee notes that the Anti-Discrimination Act (2009) does not explicitly cover political participation and that the Plan of Action for the implementation of the recently adopted Strategy for Equality of Women and Men in the Czech Republic for 2014 - 2020 (i.e. the State party's "+1 Strategy") is in the process of being developed. It notes with regret that the State party did not adopt the draft law on temporary special measures requiring minimum quota for women's representation on electoral lists of political parties. The Committee is also concerned at the lack of concrete goals, targets and time frames in the +1 Strategy to accelerate women's substantive equality, including Roma women in political and public life especially in legislative assemblies, public and private companies, the Government and the public administration, especially at senior levels.

15. **The Committee reiterates its recommendation for the State party to strengthen the use of temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004), in all**

areas under the Convention in which women are under-represented or disadvantaged. It recommends that the State party develop concrete goals, targets and time frames for the implementation of the “+1 Strategy” on equality of women and men and consider including temporary special measures to accelerate substantive equality of women and men in political and public life in its Anti-Discrimination Act and other relevant legislation. The Committee also recommends that the State party raise awareness among parliamentarians, Government officials, employers and the general public about the necessity and time-bound nature of temporary special measures.

#### **Stereotypes and discriminatory practices**

16. The Committee notes as positive Act No. 40/1995 Coll. prohibiting sexist and discriminatory advertising. However, it notes with concern the lack of practical enforcement of the Law and the insufficient capacity of supervisory authorities, including the Regional Trade Office, to promptly identify and remove sexist advertisements. The Committee remains concerned at the persistence of patriarchal attitudes and discriminatory stereotypes regarding the roles and responsibilities of women and men in the family and in society, as reflected by the low rate of fathers taking paternity leave and the high number of women employed in part-time work or flexible working arrangements limiting their career prospects and pension benefits.

17. **The Committee reiterates its recommendation that the State party strengthen its efforts to address persistent and deep-rooted gender stereotypes that perpetuate discrimination against women. It recommends that the State party adopt a legislative framework to ensure prompt, effective and coherent action against sexist or discriminatory advertisements and media outputs. The Committee also recommends that the State party undertake targeted awareness-raising and education initiatives for both women and men, including employers, to promote equal sharing of domestic and family responsibilities between women and men. Such measures should include promoting the use of paternity leave and flexible work arrangements among men.**

#### **Violence against women**

18. The Committee notes the steps taken by the State party towards ratifying the Council of Europe Convention on preventing and combatting violence against women and domestic violence (the Istanbul Convention). However, it remains concerned at the risk of further delays in the actual ratification process of the Istanbul Convention. Furthermore, the Committee is concerned about:

- (a) Reports that capacity building programmes on gender based violence, including domestic violence, for the police and for professionals working with victims of gender-based violence do not reflect gender sensitivity;
- (b) The inadequate funding system of the State party for victim services; and,
- (c) The heavy dependence of such services on regional co-funding which negatively affects their long-term stability and sustainability.

19. **The Committee recommends that the State party take measures to accelerate the process of ratification of the Istanbul Convention. In accordance with its general recommendation No. 19 (1992) on violence against women, the Committee urges the State party to intensify its efforts to prevent and prosecute acts of domestic and sexual violence and assist women victims of such violence. In doing so, the State party should:**

(a) Undertake regular and systematic training of the police, security personnel as well as the judiciary to ensure they carry out their functions with gender sensitivity;

(b) Ensure transparent evaluations of its capacity building programmes on gender based violence, including domestic violence, to ensure that they are fully in line with the Convention;

(c) Increase the allocation of human, technical and financial resources for the provision of specialist services for victims of gender-based violence in a long-term sustainable manner; and,

(d) Ensure that resources are allocated in an adequate and sustainable manner for its victim support services; and, progressively fund such services through the regular budget of the State party instead of external funding sources.

#### **Trafficking and exploitation of prostitution**

20. The Committee notes as positive that the State party has begun consideration of draft legislation on regulating prostitution. However, the Committee notes with concern:

(a) The low number of prosecutions and convictions of perpetrators of trafficking in women and girls;

(b) The vulnerability of Roma and migrant women and girls to becoming victims of trafficking for purposes of sexual exploitation and forced labour; and,

(c) The inadequacy of long-term support for victims of forced prostitution and the lack of exit programmes for women wishing to leave prostitution;;

(d) The absence of concrete measures for the implementation of the European Parliament resolution of 26 February 2014 on sexual exploitation and prostitution and its impact on gender equality.

21. **The Committee calls on the State party to Combat trafficking in women and girls, including at the regional level and in cooperation with neighbouring countries. In doing so, the State party should:**

(a) **Ensure that perpetrators of crimes related to trafficking in women and girls, especially for purposes of forced prostitution and forced labour, are prosecuted and adequately punished; and, Compile Statistical data on the victims of trafficking disaggregated by gender, age, ethnicity and country of origin; assess efficiency of the programmes and strategies that are carried out;**

(b) **Adopt preventive measures specifically targeted at Roma and migrant women and girls and provide free legal aid to victims of trafficking;**

(c) **Allocate adequate human, technical and financial resources to ensure the provision of adequate medical, psychosocial and legal support, as well as rehabilitation and reintegration programmes for women wanting to leave prostitution; and extend these measures to victims of forced prostitution; and,**

(d) **Develop policies in accordance with the European Parliament resolution of 26 February 2014 on sexual exploitation and prostitution and its impact on gender equality.**

#### **Participation in political and public life**

22. The Committee notes the high rate of female representation in the judiciary of the State party. However, the Committee is concerned that:

(a) The State party's Parliament rejected a proposed amendment to the Electoral Law in 2015 which would have instituted a "zip" system for ensuring at least one female candidate in every trio of political candidates along with sanctions for non-compliance; and,

(b) Women, in particular Roma women, continue to be significantly underrepresented at all levels of decision-making, including in both chambers of Parliament, in regional and local assemblies, in the Government, especially at the levels of minister and vice-minister, in posts of mayor and ambassador and in senior positions in the foreign service, as well as in senior positions in companies owned or controlled by the State party.

**23. The Committee reiterates its recommendation (CEDAW/C/CZE/CO/5, para. 27) that the State party take effective measures, including temporary special measures, in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25 (2004), on temporary special measures. In doing so, the State party should:**

(a) **Amend its Electoral Law to implement the "zip" system for election candidates;**

(b) **Set concrete goals, targets and time frames to increase the representation of women including Roma women, in legislative assemblies, the Government and the public administration, especially at senior levels; and, include such special measures in the internal rules and regulations of each Government department;**

(c) **Provide incentives for decision-makers who comply as well as adequate sanctions for those who fail to comply with such measures or quotas; and,**

(d) **Establish a transparent and independent system for monitoring and reporting on the level of women's representation in political and public life.**

#### **Education**

24. The Committee welcomes the adoption of the 2015 Roma Integration Strategy to help ensure Roma girls and boys are ensured equal access to education. However, the Committee notes the State party's submission, during the dialogue, of the education system being de-regulated and decentralized resulting in the State party having limited means to intervene in the structure and syllabus of its education sector. In this context, the Committee reiterates its previous concern that women and girls continue to be underrepresented in technical schools and scientific research work, as well as in academia, particularly at the senior level. While noting that the Ministry of Education had issued guidelines for text books providers on how to include a gender perspective, there is no coherent or comprehensive system of oversight for ensuring that educational syllabus adheres to the principles of the Convention. The Committee also remains concerned about the disproportionately high number of Roma girls who drop out of or fail to attend school, especially in socially excluded areas.

**25. The Committee recommends that the State party enact legislation to ensure a comprehensive and coherent framework for ensuring that the structure, conduct and syllabus of its education sector is in compliance with human rights, including women's rights. In doing so, priority should be accorded promoting non-traditional career choices for girls in technical schools and in scientific research as well as to recruiting women at senior levels of academia. It also recommends that the State party further strengthen its efforts to reduce school dropout and absenteeism of Roma girls, educate teachers on countering persistent prejudices and negative gender stereotypes against Roma, as well as develop policies that promote gender equality in the education sector.**

## Employment

26. The Committee is concerned about the slow progress during the reporting period. It notes the reduction in the very wide gender pay gap in the State party, but remains concerned about:

(a) The low employment rate of women, horizontal and vertical segregation in the labour market, the concentration of women in traditionally female-dominated professions and in the informal sector, and their underrepresentation in managerial and decision-making positions;

(b) The continued gender wage gap of approximately 21 per cent;

(c) The limited capacity of central and regional labour inspectorates to combat sex discrimination, particularly against women facing intersecting forms of discrimination, such as Roma women and refugee and migrant women, despite the recent appointment of 16 labour inspectors; and,

d) The low level of the minimum wage, that remains very low in spite of its recent increase, and is below the poverty line for single mothers with children.

27. **The Committee recommends that the State party strengthen its measures to ensure substantive equality of women and men in the labour market. In particular, it recommends that the State party:**

**(a) Undertake measures to eliminate occupational segregation, and combat the underemployment of women including by: enhancing efforts to encourage women and girls to select non-traditional educational and vocational choices and career options; prioritising the transition of women from part-time to full-time jobs and promoting full-time employment for women that is supported by adequate quality child-care facilities and the promotion of equal sharing of family and domestic responsibilities between women and men; and promote the use of paternity leave by men;**

**(b) Continue reducing the gender pay gap, with a view to eliminating it, including by expeditiously implementing its envisaged online “pay calculator” and ensuring that it is based on a data collection system that regularly gathers independently verifiable data on gender and salaries that is cross-comparable and transparent; provide a clear legal definition of equal work for equal pay; and, ensure effective mechanisms for timely redress and compensation for violations of the principle of equal pay for work of equal value;**

**(c) Further strengthen its labour inspectorates to enable them to combat discriminatory labour practices and empower them to enforce commensurate sanctions against perpetrators of such practices; and**

**(d) Consider raising its minimum wage level with a view to addressing the negative impact it has on the feminisation of poverty.**

## Health

28. The Committee regrets that the State party has not fully implemented its previous recommendations (CEDAW/C/CZE/CO/3, para. 24 and CEDAW/C/CZE/5, para. 35)) to adopt a legal framework for the financial compensation for victims of coercive or non-consensual sterilizations. It also notes with concern that the draft legislation for the establishment of extra-judicial mechanisms for addressing this issue which has been rejected in Parliament. The Committee also reiterates its concern that most of the compensation claims brought by victims of forced sterilizations were dismissed because of the courts’ interpretation that the statute of limitations bars such claims after three years

from the time of injury rather than the time of discovery of the real significance and all consequences of the forced sterilization.

29. In accordance with its previous concluding observations (CEDAW/C/CZE/CO/3, para. 24 and CEDAW/C/CZE/CO/5, para 35), its general recommendations Nos. 19 (1992) on Violence against women and 24 (1999) on Article 12 – Women and health, and the recommendations in the final statement dated 23 December 2005 of the Ombudsman in the matter of sterilizations performed in contravention of the law and proposed remedial measures, the Committee reiterates its call for the State party to:

(a) Review the three-year time limit in the statute of limitations for bringing compensation claims in cases of coercive or non-consensual sterilizations with a view to extending it and, as a minimum, ensure that such time limit starts from the time of discovery of the real significance and all consequences of the sterilization by the victim rather than the time of injury;

(b) Establish an *ex gratia* compensation procedure for victims of coercive or non-consensual sterilizations;

(c) Provide all victims with assistance to access their medical records;

(d) Prosecute and adequately punish perpetrator of the illegal past practices of coercive or non-consensual sterilizations; and,

(e) Appoint an independent committee to conduct research into the full extent of harm caused by the practice of involuntary sterilisation, and support ongoing outreach to all potential applicants for compensation.

30. The Committee welcomes the low rates of perinatal mortality in the State party. However, it is concerned about continued reports on the conditions for childbirth and obstetric services in the State party unduly curtailing women's reproductive health choices, including:

(a) Unnecessary separation of newborns from their mothers without medical grounds;

(b) Disproportionate limitations on home childbirths;

(c) Frequent use of episiotomy without medical need and in contravention of the mother's preference to abstain from them; and

(d) Undue restrictions on the use of midwives in lieu of physicians/gynecologists in situations where such use does not pose a health risk.

31. The Committee reiterates its previous recommendation that the State party accelerate the adoption of a law on patients' rights, including women's reproductive rights. In doing so, the State party should:

(a) Adopt clear guidelines for ensuring that the separation of newborns from their mothers is subject to the requirement of medical necessity;

(b) Establish a prenatal care system that allows for the effective assessment of the suitability of home childbirths and the option for it where appropriate;

(c) In light of its recent adoption of Act No. 372/2011 Coll., on health services and the terms and conditions for the providing of such services, ensure its effective implementation in compliance with the Convention, including by: Adopting and enforcing a protocol of normal birth care ensuring respect for patients' rights and avoiding unnecessary medical interventions; and ensuring that all interventions are performed only with the woman's free, prior and informed consent; monitoring the

quality of care in maternity hospitals; providing mandatory training for all health professionals on patients' rights and related ethical standards; continue raising patients' awareness of their rights, including by disseminating information; and

(d) Undertake measures, including legislation, to make midwife-assisted childbirth outside hospitals a safe and affordable option for women.

32. The Committee notes with concern that migrant women from countries outside the European Union are excluded from public health insurance.

33. **The Committee recommends that the State party expeditiously undertake the necessary legislative amendments for ensuring that migrant women and girls residing in the State party have equal access to public health insurance as women and girls who are nationals.**

#### **Economic empowerment of women**

34. The Committee commends the State party for its achievements in combating poverty (ranking amongst the top new EU States on this). However, the Committee is concerned about the number of persons, particularly women, without decent housing (approximately 30,000). The Committee is concerned that single parent households headed by women, older women and Roma women face disproportionately high risks of poverty. In this context, it is concerned that the State party's social benefits, allowances, pensions and social housing measures are inadequate for protecting these women from poverty. The Committee is also concerned that the absence of a legal framework for ensuring the timely payment of alimony exacerbates the situation of single parent households headed by women.

35. **The Committee recommends that the State party reinforce its social housing policy, and develop gender-sensitive funding mechanisms and adapted vocational training in economic areas, including agriculture, tourism and renewable energies. The Committee recommends that the State party expeditiously undertake an evaluation of its social benefits, allowances, pensions and social housing measures with a view to ensuring that these support measures are adequate for providing effective protection against poverty. In doing so, the State party should undertake targeted measures for addressing the economic needs of single parent households headed by women, older women and Roma women. The Committee also recommends that the State party consider amendments to its legal framework and procedures for alimony to ensure timely payment of adequate amounts.**

#### **Social exclusion of disadvantaged groups of women**

36. The Committee notes the establishment of a grant programme to provide support to civil society actors working on discrimination against women, including those in situation of disadvantage. Notwithstanding this, the Committee reiterates its concern about the marginalized situation of certain disadvantaged groups of women, in particular Roma women, migrant women and women with disabilities, who face intersecting forms of discrimination in all areas of political, economic and social life, including participation in decision-making, education, employment and health.

37. **The Committee reiterates its recommendation that the State party collect disaggregated data on the situation of women facing intersecting forms of discrimination such as Roma women, migrant women and women with disabilities; take effective measures to eliminate such discrimination; set specific targets, indicators, implementation time frames, monitoring mechanisms and sanctions; and allocate adequate resources to achieve such measures to accelerate the realization of**

**substantive equality of such disadvantaged groups of women, in particular in the areas of political and public life, education, employment and health.**

#### **Asylum-seeking, refugee or irregularly migrant women**

38. The Committee notes with concern that the State party's measures to address the recent increases in numbers of asylum-seekers, refugees and irregular migrants have not been in compliance with international humanitarian and human rights law. The Committee is particularly concerned that many asylum-seeking, refugee or irregular migrant women, including pregnant women, nursing mothers and/or mothers with children are deprived of their liberty in immigration detention in the State party.

39. **The Committee urges the State party to respect the fundamental rights of migrants, asylum-seekers, refugees and recalls its general recommendation No. 32 (2014) on Gender-related dimensions of refugee status, asylum, nationality and Statelessness of women. The Committee urges the State party to immediately cease the detention of asylum-seeking, refugee or irregular migrant women and their children, and implement less coercive alternative measures. Furthermore, the Committee recommends that the State party adopt an inclusive and non-selective approach in upholding the principle of non-refoulement and take a gender-sensitive approach towards the ongoing refugee inflows, as well as to the asylum claims, including in procedural matters, in line with the rights covered in the Convention and its General Recommendation No. 32 (2014).**

#### **Marriage and family relations**

40. The Committee commends the State party for the new Civil Code no. 89/2012 Coll., abolishing plenary guardianship. However, the Committee reiterates its concern regarding specific provisions which allow general courts to restrict a person's legal capacity, including family and reproductive rights; and are used especially against young women with intellectual and psycho-social disabilities. The Committee reiterates its previous concern on the lack of legal recognition of de facto unions in the State party and its adverse impact on women's acquisition of rights during and on their entitlements upon dissolution of such unions. The Committee notes with concern that the right of migrant women (in particular from Ukraine) to family life is in the past few years significantly affected by the non-functioning consular system intended to make appointments at the embassies of the Czech Republic in Ukraine, called "visapoint".

41. **The Committee calls upon the State party to repeal Articles 673 and 865(2) of the Civil Code no. 89/2012 Coll. and to ensure that women with disabilities can exercise their right to marry, parental rights and right to adopt on an equal basis with others. Recalling its general recommendations No. 21 (2004) on equality in marriage and family relations and No. 29 (2013) on the economic consequences of marriage, family relations and their dissolution, the Committee reiterates its recommendation that the State party amend its legislation to recognize de facto unions to ensure equal rights and responsibilities of both partners within and upon dissolution of such unions. The Committee commends the State Party to secure the access to "visapoint" system to all persons and to ensure that persons applying for visa/permit have real possibility to make an appointment via this system and reunion with families within a reasonable time.**

#### **Beijing Declaration and Platform for Action**

42. **The Committee calls upon the State party to utilize the Beijing Declaration and Platform for Action, in its efforts to implement the provisions of the Convention.**

### **2030 Agenda for Sustainable Development**

43. The Committee calls for the realization of substantive gender equality, in accordance with the provisions of the Convention, throughout the process of implementation of the 2030 Agenda for Sustainable Development.

#### **Dissemination**

44. The Committee recalls the obligation of the State party to systematically and continuously implement the provisions of the Convention. It urges the State party to give priority attention to the implementation of the present concluding observations and recommendations between now and the submission of the next periodic report. The Committee therefore requests the timely dissemination of the concluding observations, in the official language(s) of the State party, to the relevant state institutions at all levels (national, regional, local), in particular to the Government, the ministries, the Parliament and to the judiciary, to enable their full implementation. It encourages the State party to collaborate with all stakeholders concerned, such as employers' associations, trade unions, human rights and women's organisations, universities and research institutions, media, etc. It further recommends that its concluding observations be disseminated in an appropriate form at the local community level, to enable their implementation. In addition, the Committee requests the State party to continue to disseminate the CEDAW Convention, its Optional Protocol and jurisprudence, and the Committee's General Recommendations to all stakeholders.

#### **Ratification of other treaties**

45. The Committee notes that the adherence of the State party to the nine major international human rights instruments<sup>1</sup> would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the State party to consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to which it is not yet a party.

#### **Follow-up to concluding observations**

46. The Committee requests the State party to provide, within two years, written information on the steps undertaken to implement the recommendations contained in paragraphs 23(a), 29(a) and 29(b) above.

#### **Preparation of the next report**

47. The Committee invites the State party to submit its seventh periodic report in March 2020.

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<sup>1</sup> The International Covenant on Economic, Social and Cultural Rights; the International Covenant on Civil and Political Rights; the International Convention on the Elimination of All Forms of Racial Discrimination; the Convention on the Elimination of All Forms of Discrimination against Women; the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; the Convention on the Rights of the Child; the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; the International Convention for the Protection of All Persons from Enforced Disappearance; and the Convention on the Rights of Persons with Disabilities.

48. The Committee requests the State party to follow the “Harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents” (HRI/MC/2006/3 and Corr.1).

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