

APPENDICES

equalityfamilies**justice**education**violence**work**safety**power**leadership**training**communities**health

APPENDIX 1

The Convention on the Elimination of all Forms of Discrimination Against Women

Australia ratified the United Nations Convention on Elimination of All Forms of Discrimination Against Women on 28 July 1983.

Need for the convention

Equality is not merely a matter of equality in the law. It is far more and embraces social, economic and political equality. In all of the world's societies, women are disadvantaged compared with men and among disadvantaged groups women are more disadvantaged than men. The most disadvantaged women—women refugees, migrant women, indigenous women, women who are the sole support of their families, women with disabilities—have special difficulties which require special action to compensate them.

From its beginning, the United Nations has shown a strong commitment to the protection of human rights. The Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women.

The Universal Declaration of Human Rights affirms the principle that there should be no discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex.

Despite the Declaration and the International Covenants on Human Rights, discrimination against women persists. The preamble to the Convention notes that despite these various instruments, extensive discrimination against women continues to exist. It recalls that:

discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity.

The Programme of Action adopted at the Conference of the Decade for Women in Copenhagen in 1980 puts it another way:

Women are 50 per cent of the world adult population; 1/3 of the official labour force; perform nearly 2/3 of all working hours; receive only 1/10 of world income; own less than 1 per cent of world property.

What the convention says

The Convention has thirty articles which set out internationally agreed principles and measures to achieve equal rights for women everywhere.

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' of all human rights of women.

Article 2 lists a range of **obligations on governments and goals to be pursued** without delay such as enacting or abolishing laws, practices or customs, or creating public institutions to guarantee women's human rights.

Article 3 requires that **states take all appropriate measures** to guarantee the advancement of women, in order that women are guaranteed the enjoyment of their rights equally with men.

Article 4 is the '**affirmative action clause**' of the Convention, stating that temporary special measures (such as special benefits for women or quotas for hiring women) that are aimed at achieving true gender equality should not be considered discriminatory.

Article 5 states that governments are to take appropriate measures to **modify social and cultural patterns** which are based on the superiority of either sex or on stereotyped gender roles. This includes giving men and women the common responsibility of raising children.

Article 6 provides that states must **suppress all forms of traffic in women and the exploitation of prostitution of women**.

Article 7 guarantees **equality in public and political life**, including voting, governmental policy and participation in non-governmental organizations.

Article 8 guarantees **women's right to represent their country at the international level**.

Article 9 provides for **equal rights with respect to nationality**, irrespective of marital status and also as concerns children.

Article 10 guarantees to women **equality in education**, which includes career counselling, access to the same curricula and

evaluation, the elimination of stereotyped roles in textbooks, scholarships, sports, and family planning information.

Article 11 requires the **elimination of discrimination in employment**. Included is the right to work in any field, job security and benefits, training, equal remuneration, social security, healthy working conditions, the prevention of discrimination based on marriage or maternity, maternity leave and child care benefits, and special protections for women during pregnancy.

Article 12 requires the **elimination of discrimination in the field of health** and equal access to health care services, including those related to family planning. It requires that women have access to appropriate services in connection with pregnancy and childbirth.

Article 13 requires states to eliminate discrimination in **social, cultural and economic life**, making reference to family benefits, bank loans and mortgages, recreation, sports, and culture.

Article 14 stipulates that governments are expected to **eliminate discrimination against rural women** and to ensure that they participate in, and benefit from, rural development.

Article 15 guarantees **equality before the law**, and therefore women should have the identical legal capacity to men in all matters including contracts, property, or choice of residence.

Article 16 obliges governments to **eliminate discrimination against women in marriage and family relations**, so that women have the necessary information and means to exercise this right (e.g. to decide on the number and spacing of children) and that child marriage shall have no legal effect.

APPENDIX 2

Beijing Platform For Action Strategic Objectives

In 1995, following the Fourth World Women's Conference, the Beijing Platform for Action (BPFA) was adopted by Governments. The Platform provided strategic objectives to promote better achievement of the CEDAW.

- G.1. Take measures to ensure women's equal access to and full participation in power structures and decision-making.
- G.2. Increase women's capacity to participate in decision-making and leadership.
- L.8. Promote the girl-child's awareness of and participation in social, economic and political life.
- I.1. Promote and protect the human rights of women, through the full implementation of all human rights instruments, especially the Convention on the Elimination of All Forms of Discrimination against Women.
- I.2. Ensure equality and non-discrimination under the law and in practice.
- I.3. Achieve legal literacy.
- L.1. Eliminate all forms of discrimination against the girl-child.
- H.1. Create or strengthen national machineries and
- H.2. integrate gender perspectives in legislation, public policies, programmes and projects.
- H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation.
- J.1. Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication.
- J.2. Promote a balanced and non-stereotyped portrayal of women in the media.
- D.1. Take integrated measures to prevent and eliminate violence against women.
- D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures.
- D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking.
- L.7. Eradicate violence against the girl-child.
- F.1. Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources.
- F.2. Facilitate women's equal access to resources, employment, markets and trade.
- F.3. Provide business services, training and access to markets, information and technology, particularly to low-income women.
- F.4. Strengthen women's economic capacity and commercial networks.
- F.5. Eliminate occupational segregation and all forms of employment discrimination.
- F.6. Promote harmonisation of work and family responsibilities for women and men.
- L.6. Eliminate the economic exploitation of child labour and protect young girls at work.

- A.1.** Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty.
- A.2.** Revise laws and administrative practices to ensure women's equal rights and access to economic resources.
- A.3.** Provide women with access to savings and credit mechanisms and institutions.
- A.4.** Develop gender-based methodologies and conduct research to address the feminisation of poverty.
- B.1.** Ensure equal access to education.
- B.2.** Eradicate illiteracy among women.
- B.3.** Improve women's access to vocational training, science and technology, and continuing education.
- B.4.** Develop non-discriminatory education and training.
- B.5.** Allocate sufficient resources for and monitor the implementation of educational reforms.
- B.6.** Promote lifelong education and training for girls and women.
- L.4.** Eliminate discrimination against girls in education, skills development and training.
- L.1.** Eliminate all forms of discrimination against the girl-child.
- L.2.** Eliminate negative cultural attitudes and practices against girls.
- L.3.** Promote and protect the rights of the girl-child and increase awareness of her needs and potential.
- L.4.** Eliminate discrimination against girls in education, skills development and training.
- L.5.** Eliminate discrimination against girls in health and nutrition.
- L.6.** Eliminate the economic exploitation of child labour and protect young girls at work.
- L.7.** Eradicate violence against the girl-child.
- L.8.** Promote the girl-child's awareness of and participation in social, economic and political life.
- L.9.** Strengthen the role of the family in improving the status of the girl-child.
- C.1.** Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services.
- C.2.** Strengthen preventive programmes that promote women's health.
- C.3.** Undertake gender-sensitive initiatives that address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues.
- C.4.** Promote research and disseminate information on women's health.
- C.5.** Increase resources and monitor follow-up for women's health.
- L.5.** Eliminate discrimination against girls in health and nutrition.
- K.1.** Involve women actively in environmental decision-making at all levels.
- K.2.** Integrate gender concerns and perspectives in policies and programmes for sustainable development.
- K.3.** Strengthen or establish mechanisms at the national, regional, and international levels to assess the impact of development and environmental policies on women.

Beijing+5 New York, June 2000

The year 2000 was an important point for the review and appraisal of the implementation of the Beijing Platform for Action. A special session of the UN General Assembly, 'Women 2000: gender equality, development and peace for the twenty-first century' (also known as Beijing Plus Five) held in New York from 5–9 June 2000, was convened to appraise and assess the progress achieved in the implementation of the Platform for Action, five years after its adoption.

Beijing Plus Five produced a Political Declaration and an outcome document on future actions and initiatives. The Political Declaration strongly reaffirms that governments have the responsibility to implement the Beijing Platform for Action. The Platform, therefore, remains the reference point for governmental commitment to women's rights in the 12 critical areas of concern. The outcome document not only reaffirmed the Beijing Declaration and the Platform for Action, but also strengthened the Platform in some areas through making the actions more focused, and encompassing the additional new issues which emerged or gained on importance in the last five years.

The provisions related to women and health are a good example. They go beyond Beijing in putting strong emphasis on the gender aspects of the HIV/AIDS pandemic and of STDs, malaria and tuberculosis, pointing out their disproportionate impact on women's and girls' health and calling for proper policies and measures to address these challenges. The document also explicitly addresses the situation of the girl

child affected by HIV/AIDS—as an infected person, care provider, and orphan. It also recommends the promotion of women's and girls' mental health, its integration into health care services and programmes and—in this context—gender sensitive training of health workers to recognise and properly address gender-based violence.

Remarkable progress can also be noted with regard to the human rights of women and the issue of violence against women. The outcome document further expands the framework of the discussion. It focuses on the need for promoting an environment that does not tolerate violations of the rights of women and girls, and requests changes in legislation with the view to removing discriminatory provisions by 2005, and eliminating legislative gaps which leave women and girls without effective legal protection and recourse against gender based discrimination. In this context, more specific provisions are introduced to address the issues that are not directly mentioned in the Platform for Action, such as marital rape, crimes committed in the name of honour and passion, racism and racially motivated violence against women and girls. The outcome document also formulates a set of concrete, new measures to combat the violations of human rights of women which include: the call for zero tolerance campaigns against violence against women; the requirement for laws and other measures to address negative traditional practices, including 'honour' crimes; mainstreaming gender into national immigration policies in order to recognise gender-related persecution and violence in assessing grounds for granting refugee status and asylum.

APPENDIX 3

Premier's Council for Women (PCW)

The Premier's Council for Women, established in October 1995, is an expert committee of 14 members that reports directly to the Premier. The Council takes a leading role in advancing the interests of women in NSW and oversees the whole-of-government approach developed by the Minister for Women and the Department for Women.

The Premier's Council for Women was formed to represent the interests of the women of NSW by:

- ◆ providing advice to the Government, through the Premier, regarding issues affecting women in NSW;
- ◆ providing advice to DFW on relevant policies, programs and initiatives to ensure they reflect the needs of women in NSW;
- ◆ providing advice to women in NSW on relevant government policies and programs;
- ◆ promoting the role of Council as an avenue for women to communicate with government on issues affecting women; and
- ◆ facilitating and promoting partnerships between government and non-government organisations on issues affecting women.

Terms of reference

The PCW will achieve their terms of reference objectives through:

- ◆ consultation with key stakeholders such as women's organisations, agencies, and community members;

- ◆ facilitation of information exchange opportunities between service providers and women;
- ◆ representation of the PCW at community forums and interagency consultative groups;
- ◆ implementation of communication and marketing strategies to promote the role and activities of the PCW.

The PCW's workplan

The Premier's Council for Women's workplan is underpinned by the Council's desire to ensure that all women in NSW can claim active and full citizenship.

The notion of an active and gender-inclusive citizenship incorporates involvement in a strong and vibrant civil society that both challenges and works with the state and with the Government in ensuring women's active participation in community life.

A key aspect of the Council's role is to work towards the removal of the remaining barriers preventing women in NSW from having power over their lives.

Equally important to the Council, however, is facilitating and building partnerships between government and the non-government sector, both corporate and community, to develop a social, political, economic and cultural environment which maximises women's capacity to participate fully in all sectors of society.

To achieve its aims the Council provides advice to the Premier, the Government and the Department for Women, and works and consults with government agencies, community based organisations, and the corporate sector in addressing issues such as violence against women, health, decision-making, work

and family, and educational opportunities. Through its work the Council hopes to do all that it can to ensure that NSW becomes a society that acknowledges and acts upon the contributions of women, and provides women with the opportunity to make that contribution in all aspects of their lives.

The PCW has recently adopted a strategy to hold future Council meetings in regional centres throughout NSW. The aim of this strategy is to encourage women to fully participate in the public life of their communities. This is in keeping with the Government's directions to increase the proportion of women in decision-making and leadership positions and the Premier's strategy of encouraging young people, particularly

girls, to consider a career in politics. One of the ways the PCW achieve this is by hosting '*Leading the Way*' forums for high school girls in regional areas. The '*Leading the Way*' forum is designed for girls interested in leadership to exchange ideas about improving their community and achieving their future goals. The Premier's Council members offer the wealth of their experience from a wide range of backgrounds and careers. The discussions are lively and informative and the outcomes of the workshop are presented to the Premier.

APPENDIX 4

List of Women's and Gender units and contacts

DEPARTMENT OF ABORIGINAL AFFAIRS

Level 5, 83 Clarence Street
SYDNEY NSW 2000
Phone: (02) 9290 8700
Fax: (02) 9262 2690
Website: www.daa.nsw.gov.au

ANTI DISCRIMINATION BOARD

Level 17/201 Elizabeth Street
SYDNEY NSW 2000
Phone: (02) 9268 5555
Fax: (02) 9268 5500
Freecall: 1 800 670 812
Website: www.lawlink.nsw.gov.au/adb

DEPARTMENT OF AGEING, DISABILITY AND HOME CARE

Level 13, 83 Clarence Street
SYDNEY NSW 2000
Phone: (02) 9367 6811
Fax: (02) 9364 6960
TTY: (02) 9367 6868
Website: www.dadhc.nsw.gov.au

NSW AGRICULTURE

Rural Women's Network
161 Kite Street
ORANGE NSW 2800
Phone: (02) 6391 3611
Fax: (02) 6391 3650
Email: allison.windus@agric.nsw.gov.au
Website: www.agric.nsw.gov.au/rwn

ATTORNEY GENERAL'S DEPARTMENT

Violence Against Women Specialist Unit
Goodsell Building, 8–12 Chifley Square
SYDNEY NSW 2000
Phone: (02) 9228 7899
Fax: (02) 9288 8559
Website: www.lawlink.nsw.gov.au

DEPARTMENT OF COMMUNITY SERVICES

164–174 Liverpool Road
ASHFIELD NSW 2131
Phone: (02) 9716 2222
Fax: (02) 9799 9394
Website: www.community.nsw.gov.au

DEPARTMENT OF CORRECTIVE SERVICES

Women's Services Unit
Roden Cutler House, 24 Campbell Street
SYDNEY NSW 2000
Phone: (02) 9289 1241
Fax: (02) 9289 1262
Website: www.dcs.nsw.gov.au

DEPARTMENT OF EDUCATION AND TRAINING

Gender Equity Unit
Block E, 3a Smalls Road
RYDE NSW 2112
Phone: (02) 9886 7487
Fax: (02) 9886 7137
Website: www.def.nsw.edu.au

OFFICE OF THE DIRECTOR OF EQUAL OPPORTUNITY IN PUBLIC EMPLOYMENT

Level 17, Bligh House
4–6 Bligh Street
SYDNEY NSW 2000
Phone: (02) 9248 3555
Fax: (02) 9248 3500
TTY: (02) 9248 3544
Email: eeo@eeo.nsw.gov.au
Website: www.eeo.nsw.gov.au

COMMUNITY RELATIONS COMMISSION

164–174 Liverpool Road
ASHFIELD NSW 2131
Phone: (02) 9716 2222
Fax: (02) 9798 3860
TTY: (02) 9716 2818
Website: www.crc.nsw.com.au

DEPARTMENT OF FAIR TRADING

1 Fitzwilliam Street
PARRAMATTA NSW 2150
Phone: (02) 9895 0111
Fax: (02) 9895 0222
Website: www.dft.nsw.gov.au

NSW HEALTH DEPARTMENT

Primary Health and Equity Unit
73 Miller Street
NORTH SYDNEY NSW 2060
Phone: (02) 9391 9922
Fax: (02) 9391 9615
Website: www.health.nsw.gov.au

DEPARTMENT OF INDUSTRIAL RELATIONS

Women's Equity Bureau
Level 3, 1 Oxford Street
DARLINGHURST NSW 2010
Phone: (02) 9243 8790
Fax: (02) 9243 8797
Email: equity@dir.nsw.gov.au
Website: www.dir.nsw.gov.au

PREMIER'S DEPARTMENT

Level 39, Governor Macquarie Tower
1 Farrer Place
SYDNEY NSW 2000
Phone: (02) 9228 5555
Fax: (02) 9231 1110
Email: info@premiers.nsw.gov.au
Website: www.premiers.nsw.gov.au

DEPARTMENT OF SPORT AND RECREATION

Community Participation Branch
Level 2, MLC Building
105–153 Miller Street
NORTH SYDNEY NSW 2060
Phone: (02) 9923 4333
Fax: (02) 9923 4237
Email: sport&rec@dsr.nsw.gov.au
Website: www.dsr.nsw.gov.au

DEPARTMENT OF STATE AND REGIONAL DEVELOPMENT

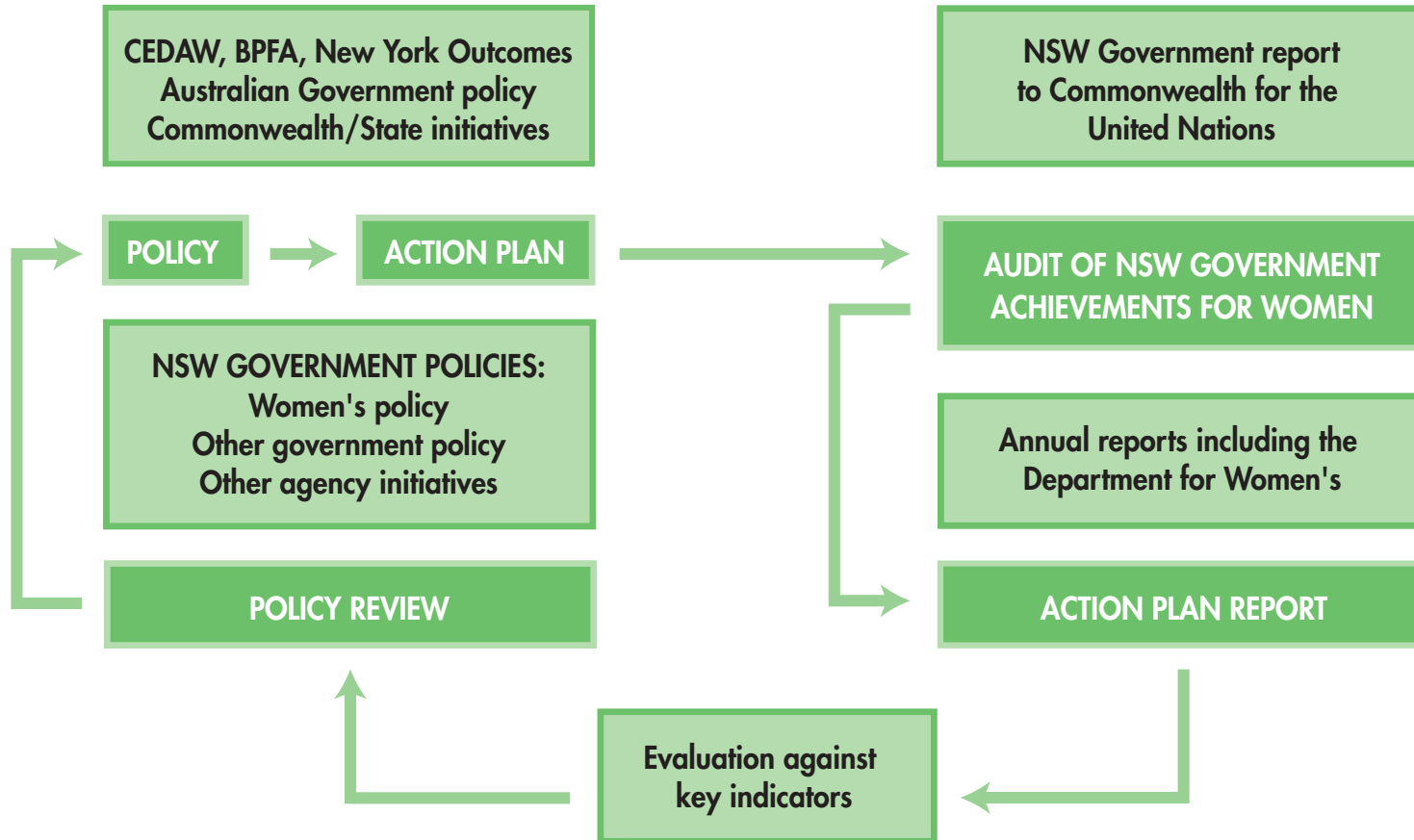
Small Business Development Division
(Women in Business Unit)
Level 43, 225 George Street
Grosvenor Place
SYDNEY NSW 2000
Phone: (02) 9228 3111
Fax: (02) 9228 3626
Website: www.business.nsw.gov.au

DEPARTMENT FOR WOMEN

Level 4, 175–183 Castlereagh Street
SYDNEY NSW 2000
Phone: (02) 9287 1860
Fax: (02) 9287 1823
Email: dfw@women.nsw.gov.au
Website: www.women.nsw.gov.au

APPENDIX 6

Policy and reporting framework: NSW Government's work for women



APPENDIX 7

Department for Women Corporate Objectives

In order to achieve our corporate objectives, the Department works in the following areas:

- ◆ Policy and Research
- ◆ Communication, Information and Planning
- ◆ Strategic Alliances

The Department works across these areas to achieve:

Safe, inclusive, participatory and economically developed communities in which women are full and equal participants, where:

- ◆ Women participate in and lead sustainable communities.
- ◆ Social justice is embedded in planning and development at local regional and state levels.
- ◆ Gender equity and equity between communities is evident.
- ◆ All government activities are informed by principles and approaches that include women and their communities.

Services appropriate to women and girls, where:

- ◆ Partnerships with government and private sector agencies are strengthened, so that women and girls have access to services designed for them, such as information, child care, transport, support services, technology, education, corrective services, juvenile justice, legal advice, policing, financial services, business and employment.

Learning communities in which an evidence based approach to policy, research and evaluation results in:

- ◆ Collaborative and policy relevant research that contributes to social justice for women.
- ◆ Strengthening of special interest communities in the areas of gender analysis, local economic development, cultural diversity, youth, Aboriginal and Torres Strait Islander women and safety for women.
- ◆ Policy development directed by evidence based evaluation.

An efficient, effective and fiscally responsible department where:

- ◆ Management and operation will result in the expansion and improvement of services within budget, and a higher profile for the Department is achieved by our informed, trained and confident staff.

APPENDIX 8

Agencies included in the 2002 Action Plan Update

- ◆ The Department of Aboriginal Affairs
- ◆ The Department Ageing, Disability and Home Care
- ◆ NSW Agriculture
- ◆ The Attorney-General's Department
- ◆ The Department of Community Services
- ◆ The Department of Corrective Services
- ◆ The Community Relations Commission
- ◆ The Department of Fair Trading
- ◆ NSW Fisheries
- ◆ The Department of Gaming and Racing
- ◆ The Department of Health
- ◆ The Department of Housing
- ◆ The Department of Information Technology and Management
- ◆ The Department of Juvenile Justice
- ◆ The Department of Land and Water Conservation
- ◆ The Legal Aid Commission
- ◆ The Department of Local Government
- ◆ The Department of Mineral Resources
- ◆ The Office of the Director of Equal Opportunity in Public Employment
- ◆ The NSW Police Service
- ◆ The Office of the Director of Public Prosecutions
- ◆ The Department of Public Works and Services
- ◆ The Roads and Traffic Authority
- ◆ The Royal Botanic Gardens Trust
- ◆ The Department of Sport and Recreation
- ◆ The Department of State and Regional Development
- ◆ The State Rail Authority of NSW
- ◆ The State Transit Authority
- ◆ Tourism New South Wales
- ◆ The Department of Transport
- ◆ The Department of Urban Affairs and Planning
- ◆ The Office of Western Sydney
- ◆ The WorkCover Authority

- Appendix 3: Premier's Council for Women
- Appendix 4: List of Women's and Gender units and contacts
- Appendix 5: Gender Equity Focal Points
- Appendix 6: Policy and reporting framework: NSW Government's work for women
- Appendix 7: Department for Women Corporate Objectives
- Appendix 8: Agencies included in the 2001 Action Plan Updates

Section 4: General Overview

7. What do you think of the design of the Action Plan? (you may tick more than one box)

- Easy to read
- Appealing layout
- Information is easy to find
- Hard to read
- Confusing layout
- Information is hard to find

8. What do you think about the language used in the Action Plan? (tick one box only)

- Easy to read
- Too simple
- Too complicated

9. What do you think about the information contained in the Action Plan? (tick one box only)

- Appropriate information

- Too much information
- Not enough information

If you answered 'too much' or 'not enough' information, what would you like to see included or left out in future?

10. How will you and your organisation use the Action Plan?

11. What did you like most about the Action Plan?

12. What did you like least about the Action Plan?

13. What could we improve for future Action Plans or in reports on the Action Plan?

14. On a scale of 1 to 5, how would you rate the Action Plan overall?

(1 = poor, 5 - excellent)

Design and presentation

Quality of information

Thank you for completing this survey. Your feedback will assist in ensuring that future Action Plans and reports meet the information needs of our key stakeholders.



Department for Women

Published February 2003

ISBN 0 7310 5284 6, ISBN 0 7310 5289 7 (PDF online version)

Designed by Bec Crockett

Printed and bound in Australia by Printing Headquarters, a division of Teldon Australia Pty Ltd, Roseberry NSW.

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