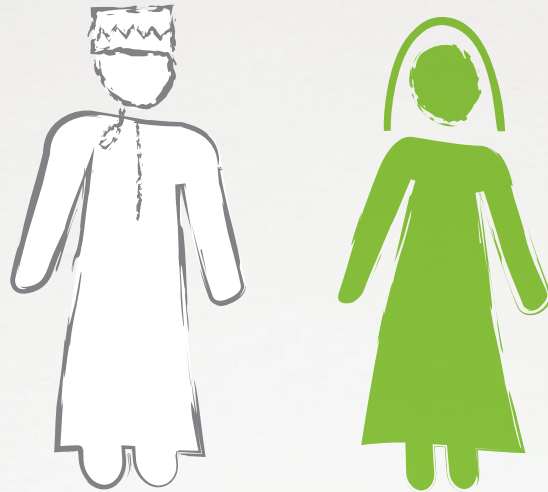


النساء
الضعف
الاجتمع



Women
are half of
society



Women and men have **equal treatment** before the law

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is an international bill of rights for women. It defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. The Government of Oman is a signatory to the convention and has the legal responsibility to create a framework for the implementation of equal rules for women.

The Government has passed laws to:
Ensure women have equality and necessary protection by law
Activate equality for women
Promote effective equality for women

CEDAW has endorsed 16 Articles that help reduce gender discrimination and empower women.



Article 1

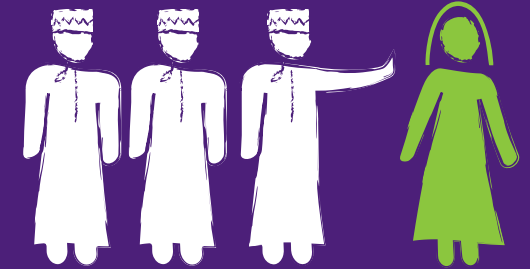
Definition of Discrimination

Any action that prevents, excludes or restricts a woman from enjoying equal rights on the basis of her gender.

This means that making decisions on the basis of someone's gender is illegal. In employment, this includes decisions related to hiring, wages, terminations, promotions, leave, and benefits. In education, this includes decisions related to admissions and grading. Employment decisions and selection criteria must be job related. Making assumptions that men or women are better suited for a particular kind of job is prohibited.

In Oman:

An article in the Basic Law of Oman states that all citizens are equal in the eyes of the law, with equal public rights and duties.



Article 2

State's Obligation to Eliminate Discrimination

The government has to pass suitable laws to condemn gender discrimination in all its forms and promote equality. The government has the obligation to take measures and reinforce laws that eliminate gender discrimination. The law applies to the areas of employment, education, facilities and services, eligibility to vote for and to be elected or appointed to advisory bodies and activities of the government.

People who experience discrimination despite anti-discrimination laws can issue a complaint with the court of law. It will then have to investigate the complaint and take further steps.

In Oman:

Oman has a National Committee for Human Rights that protects women's rights and promotes the nation's anti-trafficking laws.



Article 3

Guarantee for **Women's Development** and Progress

The government must take measures to ensure full and fair development and advancement of women.

The government must make gender equality an important part of its efforts to improve society. It must utilize economic, legal, administrative, public opinion and other measures to ensure that women enjoy equal rights in terms of politics, economy, culture and social & family life. Continuously promoting women's development, it must make efforts to improve its legal system, formulate and implement programmes regarding empowerment of women, increase financial input and raise social awareness.

In Oman:

All political fields have female representation. There is no discrimination in penal legislation or civil procedures against women.



Article 5

Sex-Based **Stereotyped** Roles

States must take all appropriate measures to modify social and cultural patterns to achieve elimination of prejudices and customs and other practices which are based on inferiority or superiority of either sex.

Stereotyped roles for women are often limited to giving birth and taking care of children and the home. Consistent portrayal of women as professionals and having careers across many arenas, helps bring about society's acceptance of women in these roles.

In Oman:

Omani law states the head of the family is the one who is the provider – man or woman. Gender stereotyping has been removed in educational curricula Oman. In addition, family violence is prohibited and research is underway to find institutional mechanisms to support women and children who are subject to violence.



Article 4

Policies Adopted to **Accelerate Equality** Measures between Men and Women

States should adopt temporary measures aimed at accelerating de facto equality between men and women. They should be discontinued when it has been achieved.

These measures will contribute to more jobs for women through employment creation, training, entrepreneurship development, improvement in access to the labour market, and equality of opportunity.

In Oman:

Prior to the signing of this Convention, policies were in place in the Sultanate to speed up the procedures for gender equality. However, the acceptance of the Convention has directed the attention of the National Committee to undertake additional measures to enhance the policies at a national level.



Article 6

Measures for **Combating** Exploitation

State parties must take legislative measures to suppress the traffic of women and take appropriate measures to prevent them taking up prostitution as a source of sustenance.

Trafficking in women is a violation of women's rights that can only be tackled through a multi-disciplinary and co-ordinated approach involving all concerned players.

In Oman:

In keeping with the legal requirements of the signed Convention, the Government of Oman is active in preventing exploitation. Omani anti-trafficking laws are in place that penalise offenders and ensure protection for all, without discrimination. These include the protection from exploitation and trafficking, especially for women and children.



Article 7

Participation in Political & Public Life

States must take appropriate measures to guarantee women's participation in political and public life on equal terms with men and give women the right to vote in all elections.

The government must empower women to participate on an equal footing through a combination of education, legal support and social awareness.

In Oman:

Women enjoy the right to nominate and vote in elections, e.g. for the Shura Council and Municipal Councils. All citizens above the age of 21 have the right of public participation. Since 1997, The government has increased the proportion of women's participation in voting for the Shura Council elections. Earlier, women accounted for about 11% of those who voted but the the figure rose to more than 40% of the total in 2007.



Article 8

Representation and Participation at the International Level

Ensures participation of women to represent their government at the international level. This mandates that the State shall take all appropriate measures to ensure opportunities for women, on equal terms with men and without any discrimination; to represent their government at the international level and to participate in the work of international organizations.

In Oman:

The Government of the Sultanate is working to increase the number of women in decision-making positions at all levels and in all sectors. Women represent the Sultanate in many international forums and institutions. Women also represent Oman in various international organisations and various UN agencies, e.g. the UN representative for Oman is a woman. Female ambassadors of the Sultanate enjoy all the privileges given to men with respect to accompaniment of spouse and children.



Article 9

Nationality

Women are granted equal rights in relation to obtaining, changing or retaining nationality. If so desired, marriage to a foreigner ensures prompt repeal or change of nationality. Women have the same rights as men concerning the nationality of their children.

In Oman:

Under Article 17 of the law regulating Omani nationality, there is no discrimination between men and women in relation to the issue of citizenship. Children born abroad are considered Omani, if the father or the mother is Omani. Women do not lose citizenship in marrying a foreigner unless she so chooses and they have the right to restored Omani nationality if their marriage is terminated. Both husband and wife have equal rights to Omani citizenship after ten years of marriage and if the required conditions are met.



Article 10

Education

Provide education on equal terms with men and eliminate stereotyped gender roles both professionally and socially in textbooks and school programme.

Grant women equal opportunity with men to benefit from scholarships and continuing education programs. Provisions are to be made to offer equal opportunities with men to participate in sports and physical education. Women to have access to specific educational information to ensure the health and well-being of the family.

In Oman:

The percentage of Omani females enrolled in all levels of education is 48%. The curriculum has been revised to present males and females in a more balanced manner. Teachers are made aware that they should not stereotype gender roles in their teaching. Omani women also have equal opportunities in sports and physical education.



Article 11

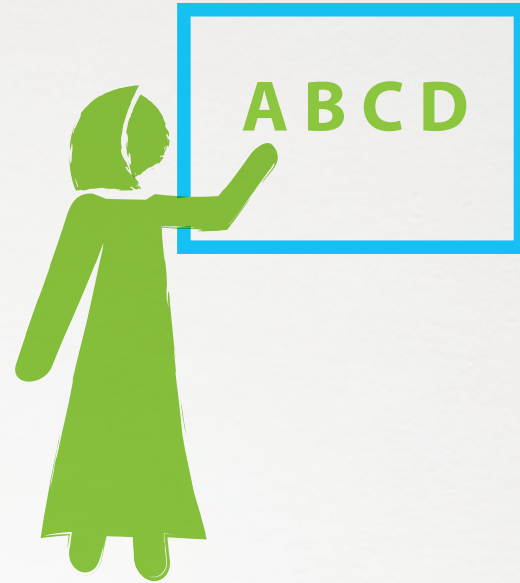
Work

Right to the same employment opportunities including application of the same criteria for selection.

Human rights norms and standards guarantee women full equality in all aspects of economic life. Women have the right to equal salary to men, with the right to leave or sign a permanent contract. They are entitled to enjoy safe working conditions, in a non-hazardous environment.

In Oman:

Oman's labor laws and civil service does not distinguish between the sexes regarding employment, promotion, transfer, job assignment or loan. There is no discrimination, and leave rules prohibit dismissal because of pregnancy, childbirth or marital status. Labor laws disallow the employment of women in jobs that may be hazardous to their health or entail heavy work.



Article 12

Equality in Healthcare

Take all measures to eliminate discrimination against women in the field of healthcare to ensure access to all services including family planning.

It also calls for the provision of appropriate health services for women during pregnancy, childbirth and the postpartum period, with the provision to provide these services to women free of charge if necessary. This also ensures that women get adequate nutrition during pregnancy and lactation.

In Oman:

Women benefit from all the healthcare services provided by the country, with specific services for women and children. 57% of the Ministry of Health employees are women.



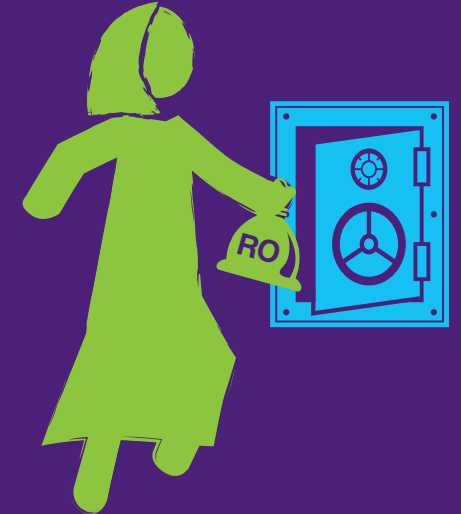
Article 13

Equality in Social and Economical Benefits

Appropriate measures to be taken to eliminate discrimination in other areas of economic and social life and to ensure equal rights in bank loans, mortgages and other forms of financial credit. They have the right to participate in sports and recreational activities as well as all aspects of cultural pursuit.

In Oman:

Citizens of Oman are equal in terms of social welfare and government employees are granted allowances specific to job grades. Women and men are equal in eligibility for bank loans and financial credit. Omani women also have the right to form associations.



Article 14

Rural Women

Must take into account problems faced by rural women and their role in the economic survival of their families – must guarantee their right to participation in development planning and access to facilities.

Rural women make essential contributions to the rural economy of all developing countries. Empowering rural women assures a better future for their children and society as a whole.

In Oman:

National policies and programmes target rural women through women's associations and the country provides financial allocations specific to this. Rural women have access to healthcare and family planning services including awareness lectures. There are a number of guiding programmes targeting education and training of rural women.



Article 15

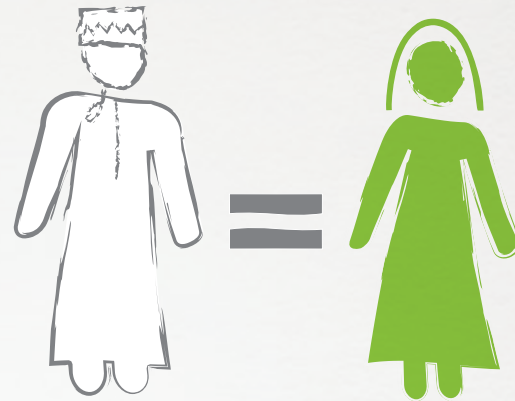
Equality Before Law and in Civil Affairs

Men and women should have equal rights in courts and in civil contracts. They should have the right to choose their residence.

The key to women's empowerment is equality before the law. Appropriate measures must be taken to modify or abolish laws and regulations that constitute discrimination against women.

In Oman:

Women and men in Oman are equal in the eyes of the law and have all the same liberties. The law does not discriminate in the right to participate in a judicial position. Public property is available for both genders and women have the right to use their earnings in any way without their husbands' approval.



Article 16

Equality in Marriage and Family Law

Eliminate discrimination against women in all matters relating to marriage and family relations. In particular women should have the same right to choose a spouse, the number of children, and the same rights and responsibilities during marriage and its dissolution.

In Oman:

Omani women have the right to choose their husbands – no marriage is valid without the woman's approval. Dowry is every woman's right. Though divorce is predominantly in the husband's hands there are 8 legal reasons for a woman to seek divorce. Guardianship of the children is for the mother and then passes on to the father. Women have the right to keep their family name.



Empower Women