



**= ALL ABOUT
CEDAW =**

Women's Equality Network Wales
wenwales.org.uk

WHAT IS THIS RESOURCE?

This resource introduces CEDAW, explains why it is so important, and provides examples of when it can be used.

WHAT IS CEDAW?

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

- An international bill of rights for women.
- Defines the meaning of discrimination against women and sets out what **state parties** must do to end this discrimination.
- It is a document that outlines **formal equality** with the intention of creating **substantive equality**.


State parties
=
governments

Formal equality =
written in the law
Substantive equality =
real lived equality

CEDAW ARTICLES

Article 1: Definition of Discrimination

Discrimination against women and girls means directly or indirectly treating women and girls differently from men and boys in a way which prevents them from enjoying their rights.



Articles 2-4
= what the
state needs
to do

Article 2: Obligations to eliminate discrimination

States must not allow discrimination against women and girls. There must be laws and policies to protect them from any discrimination. All national laws and policies must be based on equality of women and girls, and

men and boys. There should be punishment for not following the law.

Article 3: Guarantee of basic human rights and freedoms

States must take actions in all fields - political, social, economic, and cultural - to ensure women and girls can enjoy basic human rights and freedoms, such as the right to liberty and freedom of expression.

Article 4: Temporary Special measures

States can take affirmative action or temporary special measures (e.g. gender quotas or women-only services) to end discrimination against women and girls. These specific measures should last until equality between women and girls and men and boys is achieved.

Articles 5-16 = the details and context



Article 5: Roles based on stereotypes

States must take appropriate measures to eliminate stereotyping, prejudices and discriminatory cultural practices. Examples include banning gender stereotypes in advertising or encouraging equal responsibilities for childcare and housework.



Article 6: Trafficking and prostitution

States must act to end the exploitation of women and girls through trafficking and prostitution. Examples include criminalising traffickers and helping women to exit forced prostitution.

Article 7: Political and public life

States must ensure that women can vote and be elected on equal terms with men. Women and girls have the right to take part in the decisions a government makes and the way it carries them out. They have the right to participate in non-governmental organisations (NGOs).



Article 8: Participation at the international level

Women and girls have the right to represent their country at the international level and to participate in the work of international organisations (e.g. the United Nations) on an equal basis to men.

Article 9: Nationality

Women have equal rights with men to acquire, change or retain their nationality and that of their children. These rights are not changed by marriage or by any changes made by the husband. This is often important in the context of immigration and asylum.

Article 10: Education

States must end discrimination against women and girls in education. Women have a right to access education and training of the same quality and standard as men and boys, including equal access to buildings, equipment, and scholarships. Governments should make sure girls do not drop out of school. They should also help women and girls who have left school early to return and complete their education.

Article 11: Employment

Women have the same right to work as men, including accessing the profession of their choice. Women must have the same opportunities as men to find work, get



equal pay, promotions and training. They should have access to social security, paid maternity leave, and childcare. Women must not be discriminated against based on whether or not they are married, pregnant, or have children.

Article 12: Health

Women and girls must get health care on the same terms as men and boys. In particular, women have the right to services related to reproductive health.



Article 13: Economic and social life

States must eliminate discrimination and inequalities in economic and social life to ensure women and men have equal access to family benefits, rights to mortgages, bank loans and credits, and to leisure, sport and cultural activities.



Article 14: Rural women and girls

States must take action to eliminate discrimination against women in rural areas. Women and girls in rural areas must be supported to take part in and benefit from rural development, healthcare, social security, credit and loans, education, and planning equally to men.

Article 15: Equality before the law

Women and men are equal before the law, including access to justice, choosing where to go and live, signing contracts and buying and selling property.

Article 16: Marriage and family life

Women have the same rights as men to get married or divorced, to plan a family, and to become a guardian or adopt a child. They have the same rights as parents, regardless of marital status, and the same rights regarding property. To end child marriage, governments must set a minimum age for marriage and make sure this is followed. All marriages must be officially registered with the government.



Articles 17-30
=
evaluation
and
management

Article 17-22

These articles set up the committee on the Elimination of Discrimination against Women (the CEDAW Committee) which reviews what progress has been made by countries, and describe how the committee works.

Article 23-30

These articles deal with the administration (or management) of the convention. The articles say how the United Nations and governments should work together to make sure rights of women and girls are protected. The articles also say how disagreements between governments about women and girls' rights can be settled.

ABOUT THE CONVENTION

- Countries that have ratified or acceded to the Convention are known as State Parties and are legally bound to implement its provisions, although governments can enter reservations (a kind of opt out clause) at the time of ratification.
- The UK Government signed the CEDAW Convention on 22nd July 1981 and ratified it on 7th April 1986.
- Wales is legally bound and examined as part of the UK. In 2021, the Welsh Government committed to enshrining CEDAW into Welsh law, which would make women's rights under CEDAW enforceable in domestic courts. This work is ongoing.
- State Parties are required to submit periodic reports on progress every 4 years to the CEDAW committee.
- Civil society organisations write shadow reports to provide an accurate, independent picture of women's rights for the committee. WEN Wales produces shadow reports for Wales.
- The committee, consisting of 23 experts on women's rights from around the world, meets to review the periodic reports and issue recommendations to individual governments. These recommendations are called concluding observations.

**ratified/acceded =
sign/agree to or give
formal consent, making
it officially valid**

ABOUT THE CONVENTION

- The committee also makes general recommendations on any issues affecting women that it thinks a state party should be addressing e.g. violence against women, women's health, equal pay or access to justice.

CURRENT RECOMMENDATIONS FOR WALES AND THE UK

- Incorporate CEDAW into domestic law.
- Ensure provision of affordable and accessible childcare.
- Encourage women and girls to take up STEM courses and apprenticeships where they are underrepresented.
- Ensure that all women, including those with insecure migration status and disabled women, can access protection and support around gender-based violence.
- Use temporary special measures, such as quotas, to increase women's representation, including for Black, Asian and Minority Ethnic women and disabled women.
- Ensure that women's rights in the UK are not eroded due to Brexit and that loss of funding from the European Union does not lead to gaps in support and services for women and girls.

CITIES FOR CEDAW



Cities for CEDAW is a campaign to protect the rights of women and girls by establishing the principles of CEDAW in cities and towns.

CARDIFF: EUROPE'S FIRST CITY FOR CEDAW

In March 2023, Cardiff Council declared Cardiff a 'Cardiff for CEDAW', becoming the first city in Europe to commit to embedding the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) at a local level.

This reflects the Council's recognition that gender inequalities persist, including economic inequality, unpaid caring responsibilities and violence against women and girls. Becoming a City for CEDAW marks a significant step in addressing these challenges. Cardiff Council is working to embed CEDAW principles across policy, services and partnerships, ensuring women's rights, safety and equality are central to decision-making.

Working with community organisations, public sector partners and international networks, Cardiff is committed to building a safer, fairer, and more inclusive city for women and girls.



FURTHER READING

- WEN Wales CEDAW resources
<https://wenwales.org.uk/en/campaign/cedaw/>
- Cities for CEDAW
<https://citiesforcedaw.org/>
- Cities for CEDAW Global Hub
<https://globalcitieshub.org/en/cities-for-cedaw-local-action-for-womens-rights/>
- EHRC Human Rights Tracker on CEDAW
<https://humanrightstracker.com/en/un-treaty/cedaw/>
- Women's Resource Centre
<https://www.wrc.org.uk/cedaw>



Canolfan Llywodraethiant Cymru

Wales Governance Centre



Centre of Law
and Society

Canolfan y Gyfraith
a Chymdeithas



Cardiff Business School

Ysgol Busnes Caerdydd



WAW

WALES ASSEMBLY OF WOMEN
CYNULLIAD MERCHED CYMRU



cities for cedaw





ABOUT US

WEN's vision is a Wales free from gender discrimination where all have equal authority and opportunity to shape society and their own lives.

JOIN US

Are you interested in advancing gender equality in Wales? Join us free today and become a member on our website.

wenwales.org.uk

@wenwales

Charity No. 1145706 Company Number: 07891533



Llywodraeth Cymru
Welsh Government



**= GWYBODAETH
AM
CEDAW =**

Rhwydwaith Cydraddoldeb Menywod Cymru
wenwales.org.uk/cy

BETH YW'R ADNODD HWN?

Mae'r adnodd hwn yn cyflwyno CEDAW, yn esbonio pam ei fod mor bwysig ac yn rhoi enghreifftiau o ba bryd y gellir ei ddefnyddio.

BETH YW CEDAW?

Y Confensiwn ar Ddileu Pob Math o Wahaniaethu yn erbyn Menywod

- Bil hawliau rhyngwladol i fenywod.
- Mae'n diffinio ystyr gwahaniaethu yn erbyn menywod ac yn nodi'r hyn y mae'n rhaid i **wladwriaethau sy'n barti** iddo ei wneud i roi terfyn ar y gwahaniaethu hwn.
- Mae'n ddogfen sy'n amlinellu **cydraddoldeb ffurfiol** gyda'r bwriad o greu **cydraddoldeb o sylwedd**.

Gwladwriaethau
sy'n barti =
llywodraethau

Cydraddoldeb ffurfiol =
wedi'i ysgrifennu yn y
gyfraith
Cydraddoldeb o
sylwedd =
cydraddoldeb byw go
iawn

ERTHYGLAU CEDAW

Erthygl 1: Diffiniad o Wahaniaethu

Mae gwahaniaethu yn erbyn menywod a merched yn golygu trin menywod a merched yn wahanol i ddynion a bechgyn yn uniongyrchol neu'n anuniongyrchol mewn ffordd sy'n eu hatal rhag manteisio ar eu hawliau.

**Erthyglau 2-4
= beth sydd
angen i'r
wladwriaeth ei
wneud**

Erthygl 2: Rhwymedigaethau er mwyn dileu gwahaniaethu

Rhaid i wladwriaethau beidio â chaniatáu gwahaniaethu yn erbyn menywod a merched. Rhaid bod deddfau a pholisïau i'w hamddiffyn rhag unrhyw wahaniaethu. Rhaid i bob deddf a pholisi cenedlaethol fod yn seiliedig ar gydraddoldeb menywod a merched a dynion a

bechgyn. Dylai fod cosb am beidio â dilyn y gyfraith.

Erthygl 3: Gwarant o hawliau a rhyddid dynol sylfaenol

Rhaid i wladwriaethau weithredu ym mhob maes - gwleidyddol, cymdeithasol, economaidd, a diwylliannol - i sicrhau bod menywod a merched yn gallu mwynhau hawliau a rhyddid dynol sylfaenol, fel yr hawl i ryddid a rhyddid mynegiant.

Erthygl 4: Mesurau arbennig dros dro

Gall gwladwriaethau gymryd camau cadarnhaol neu fesurau arbennig dros dro (e.e. cwotâu rhywedd neu wasanaethau i fenywod yn unig) i roi terfyn ar wahaniaethu yn erbyn menywod a merched. Dylai'r

mesurau penodol hyn bara nes cyflawni cydraddoldeb rhwng menywod a merched a dynion a bechgyn.

Erthyglau 5-16 = y manylion a'r cyd-destun



Erthygl 5: Rolau yn seiliedig ar stereoteipiau

Rhaid i wladwriaethau gymryd mesurau priodol i ddileu stereoteipio, rhagfarnau ac arferion diwylliannol sy'n gwahaniaethu. Mae enghreifftiau'n cynnwys gwahardd stereoteipiau rhywedd mewn hysbysebu neu annog cyfrifoldebau cyfartal am ofal plant a gwaith tŷ.

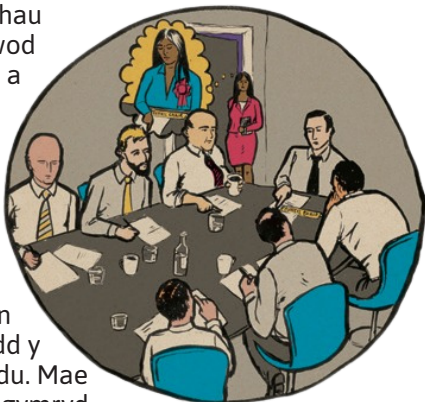


Erthygl 6: Masnachu pobl a phuteindra

Rhaid i wladwriaethau weithredu i roi terfyn ar y camfanteisio ar fenywod a merched sy'n digwydd drwy fasnachu pobl a phuteindra. Mae'r enghreifftiau'n cynnwys gwneud masnachwyr pobl yn droseddwyr a helpu menywod i adael puteindra gorfodol.

Erthygl 7: Bywyd gwleidyddol a chyhoeddus

Rhaid i wladwriaethau sicrhau bod menywod yn gallu pleidleisio a chael eu hethol ar delerau cyfartal â dynion. Mae gan fenywod a merched yr hawl i gymryd rhan yn y penderfyniadau y mae llywodraeth yn eu gwneud a'r ffordd y mae'n eu gweithredu. Mae ganddynt yr hawl i gymryd rhan mewn sefydliadau anllywodraethol (NGOs).



Erthygl 8: Cyfranogiad ar y lefel ryngwladol

Mae gan fenywod a merched yr hawl i gynrychioli eu gwlad ar lefel ryngwladol ac i gymryd rhan yng ngwaith sefydliadau rhyngwladol (e.e. y Cenhedloedd Unedig) ar sail gyfartal â dynion.

Erthygl 9: Cenedligrwydd

Mae gan fenywod hawliau cyfartal â dynion i gaffael, newid neu gadw eu cenedligrwydd a chenedligrwydd eu plant. Nid yw'r hawliau hyn yn cael eu newid trwy briodas nac unrhyw newidiadau a wneir gan y gŵr. Mae hyn yn aml yn bwysig yng nghyd-destun mewnfudo a lloches.

Erthygl 10: Addysg

Rhaid i wladwriaethau roi terfyn ar wahaniaethu yn erbyn menywod a merched mewn addysg. Mae gan fenywod a merched hawl i gael mynediad at addysg a hyfforddiant o'r un ansawdd a safon â dynion a bechgyn, gan gynnwys mynediad cyfartal at adeiladau, offer ac ysgoloriaethau. Dylai llywodraethau wneud yn siŵr nad yw merched yn rhoi'r gorau i'r ysgol yn gynnar. Dylent hefyd helpu menywod a merched sydd wedi gadael yr ysgol yn gynnar i ddychwelyd a chwblhau eu haddysg.

Erthygl 11: Cyflogaeth

Mae gan fenywod yr un hawl i weithio â dynion, gan gynnwys yr hawl i gael mynediad i'r proffesiwn o'u dewis. Rhaid i fenywod gael yr un cyfleoedd â dynion i ddod o hyd i waith,

cael cyflog cyfartal, dyrchafiadau a hyfforddiant. Dylent gael mynediad at nawdd cymdeithasol, absenoldeb mamolaeth â thâl a gofal plant. Ni ddylid gwahaniaethu yn erbyn menywod ar y sail eu bod yn briod neu beidio, yn feichiog neu beidio, neu a oes ganddynt blant ai peidio.



Erthygl 12: Iechyd

Rhaid i fenywod a merched gael gofal iechyd ar yr un telerau â dynion a bechgyn. Yn benodol, mae gan fenywod yr hawl i wasanaethau sy'n gysylltiedig ag iechyd atgenhedlu.



Erthygl 13: Bywyd economaidd a chymdeithasol

Rhaid i wladwriaethau ddileu gwahaniaethu ac anghydraddoldebau mewn bywyd economaidd a chymdeithasol i sicrhau bod menywod a dynion yn cael mynediad cyfartal at fudd-daliadau teuluol, morgaeisi, benthyciadau banc a chredydau, ac i weithgareddau hamdden a chwaraeon a gweithgareddau diwylliannol.



Erthygl 14: Menywod a merched gwledig

Rhaid i wladwriaethau gymryd camau i ddileu gwahaniaethu yn erbyn menywod mewn ardaloedd gwledig. Rhaid cefnogi menywod a merched mewn ardaloedd gwledig i gymryd rhan mewn datblygu

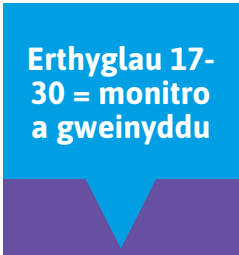
gwledig, gofal iechyd, nawdd cymdeithasol, credyd a benthyciadau, addysg a chynllunio, a chael budd o'r pethau hyd i gyd, a hynny i'r un graddau â dynion.

Erthygl 15: Cydraddoldeb o flaen y gyfraith

Mae menywod a dynion yn gyfartal gerbron y gyfraith, gan gynnwys o ran mynediad at gyfiawnder, dewis ble i fynd a byw, llofnodi contractau a phrynu a gwerthu eiddo.

Erthygl 16: Priodas a bywyd teuluol

Mae gan fenywod yr un hawliau â dynion i briodi neu ysgaru, i gynllunio teulu, ac i ddod yn warcheidwad neu fabwysiadu plentyn. Mae ganddynt yr un hawliau fel rhieni, waeth beth fo'u statws priodasol, a'r un hawliau o ran eiddo. Er mwyn rhoi terfyn ar briodas plant, rhaid i lywodraethau osod oedran isaf ar gyfer priodas a gwneud yn siŵr bod hyn yn cael ei ddilyn. Rhaid i bob priodas gael ei chofrestru'n swyddogol gyda'r llywodraeth.



Erthyglau 17-30 = monitro a gweinyddu

Erthygl 17-22

Sefydlodd yr erthyglau hyn y pwyllgor ar Ddileu Gwahaniaethu yn erbyn Menywod (Pwyllgor CEDAW) i adolygu'r cynnydd sydd wedi'i wneud gan wledydd. Mae'r erthyglau hyn yn dweud sut mae'r pwyllgor yn gweithio.

Erthygl 23-30

Mae'r erthyglau hyn yn ymwneud â gweinyddu (neu reoli) y confensiwn. Mae'r erthyglau yn dweud sut y dylai'r Cenhedloedd Unedig a llywodraethau gydweithio i sicrhau bod hawliau merched a menywod yn cael eu diogelu. Mae'r erthyglau hefyd yn dweud sut y gellir datrys anghytundebau rhwng llywodraethau ynghylch hawliau menywod a merched.

YNGLŶN Â'R CONFENSIWN

- Gelwir gwledydd sydd wedi cadarnhau neu ymuno â'r Confensiwn yn Wladwriaethau sy'n Barti iddo ac maent wedi'u rhwymo'n gyfreithiol i weithredu ei ddarpariaethau, er y gall llywodraethau nodi cymalau cadw (math o gymal optio allan) ar adeg cadarnhau.
- Llofnododd llywodraeth y DU y Confensiwn CEDAW ar 22 Gorffennaf 1981 a'i gadarnhau ar 7 Ebrill 1986.
- Mae Cymru wedi'i rhwymo'n gyfreithiol ac yn cael ei archwilio fel rhan o'r DU. Yn 2021, ymrwymodd Llywodraeth Cymru i ymgorffori CEDAW yng nghyfraith Cymru, a fyddai'n gwneud hawliau menywod o dan CEDAW yn orfodadwy mewn llysoedd domestig, ond mae'r gwaith hwn yn parhau.
- Mae'n ofynnol i Wladwriaethau sy'n Barti gyflwyno adroddiadau cyfnodol ar gynnydd bob 4 blynedd i bwyllgor CEDAW.
- Mae sefydliadau cymdeithas sifil yn ysgrifennu adroddiadau cysgodol i roi darlun cywir, annibynnol o hawliau menywod i'r pwyllgor. Mae RhCM Cymru yn cynhyrchu adroddiadau cysgodol ar gyfer Cymru.
- Mae'r pwyllgor, sy'n cynnwys 23 o arbenigwyr ar hawliau menywod o bob cwr o'r byd, yn cyfarfod i adolygu'r adroddiadau cyfnodol a chyhoeddi argymhellion i lywodraethau unigol. Gelwir yr argymhellion hyn yn arsylwadau terfynol.

wedi'i gadarnhau/cytuno = llofnodi/cytuno i ganiatâd ffurfiol, neu roi'r caniatâd hwnnw, gan ei wneud yn ddilys yn swyddogol

YNGLŶN Â'R CONFENSIWN

- ➔ Mae'r pwyllgor hefyd yn gwneud argymhellion cyffredinol ar unrhyw faterion sy'n effeithio ar fenywod y mae'n credu y dylai gwladwriaeth sy'n barti fod yn mynd i'r afael â nhw e.e. trais yn erbyn menywod, iechyd menywod, cyflog cyfartal neu fynediad at gyfiawnder.

ARGYMHELLION CYFREDOL AR GYFER CYMRU A'R DU

- ➔ Ymgorffori CEDAW yn y gyfraith ddomestig.
- ➔ Sicrhau darpariaeth gofal plant fforddiadwy a hygyrch.
- ➔ Annog menywod a merched i gymryd cyrsiau STEM a phrentisiaethau lle maent yn cael eu tangynrychioli.
- ➔ Sicrhau bod pob menyw, gan gynnwys y rhai sydd â statws mudo ansicr a menywod anabl, yn gallu cael fynediad at amddiffyniad a chefnogaeth ynghylch trais ar sail rhywedd.
- ➔ Defnyddio mesurau arbennig dros dro, fel cwotâu, i gynyddu cynrychiolaeth menywod, gan gynnwys ar gyfer menywod Du, Asiaidd a Lleiafrifoedd Ethnig a menywod anabl.
- ➔ Sicrhau nad yw hawliau menywod yn y DU yn cael eu herydu oherwydd Brexit ac nad yw colli cyllid gan yr Undeb Ewropeaidd yn arwain at fylchau mewn cymorth a gwasanaethau i fenywod a merched.

DINASOEDD DROS CEDAW



Ymgyrch i amddiffyn hawliau menywod a merched drwy sefydlu egwyddorion CEDAW mewn dinasoedd a threfi yw Dinasoedd dros CEDAW.

CAERDYDD: DINAS CYNTAF EWROP DROS CEDAW

Ym mis Mawrth 2023, cyhoeddodd Cyngor Caerdydd fod Caerdydd yn 'Caerdydd dros CEDAW', gan ddod y ddinas gyntaf yn Ewrop i ymrwymo i ymgorffori egwyddorion CEDAW ar lefel leol.

Mae hyn yn adlewyrchu cydnabyddiaeth y Cyngor bod anghydraddoldebau rhywedd yn parhau, gan gynnwys anghydraddoldeb economaidd, cyfrifoldebau gofalu heb dâl a thrais yn erbyn menywod a merched. Mae dod yn Ddinas CEDAW yn gam sylweddol wrth fynd i'r afael â'r heriau hyn. Mae Cyngor Caerdydd yn gweithio i ymgorffori egwyddorion CEDAW ar draws polisïau, gwasanaethau a phartneriaethau, gan sicrhau bod hawliau, diogelwch a chydraddoldeb menywod yn ganolog wrth wneud pob penderfyniad.

Gan weithio gyda sefydliadau cymunedol, partneriaid sector cyhoeddus a rhwydweithiau rhyngwladol, mae Caerdydd wedi ymrwymo i adeiladu dinas fwy diogel, tecach a mwy cynhwysol i fenywod a merched.



DARLLEN PELLACH

- Adnoddau CEDAW RhCM Cymru
<https://wenwales.org.uk/en/campaign/cedaw/>
- Dinasoedd Dros CEDAW
<https://citiesforcedaw.org/>
- Hwb Byd-eang Dinasoedd Dros CEDAW
<https://globalcitieshub.org/en/cities-for-cedaw-local-action-for-womens-rights/>
- Traciwr Hawliau Dynol EHRC ar CEDAW
<https://humanrightstracker.com/en/un-treaty/cedaw/>
- Canolfan Adnoddau Menywod
<https://www.wrc.org.uk/cedaw>



Canolfan Llywodraethiant Cymru

Wales Governance Centre



Centre of Law
and Society

Canolfan y Gyfraith
a Chymdeithas



Cardiff Business School

Ysgol Busnes Caerdydd



WAW

WALES ASSEMBLY OF WOMEN
CYNULLIAD MERCHED CYMRU



cities for cedaw



Y Cynulliadwr ar gyfer Cddydd dros CEDAW
ar Wabweddwr yn Eiddo Merched

Convention on the Elimination of All
Forms of Discrimination Against Women



AMDANOM NI

Gweledigaeth RhCM yw Cymru sy'n rhydd o wahaniaethu ar sail rhywedd, lle mae gan bawb awdurdod a chyfle cyfartal i lunio cymdeithas a'u bywydau eu hunain.

Y MUNWCH Â NI:

Oes gennych ddiddordeb mewn hyrwyddo cydraddoldeb rhwng y rhywiau yng Nghymru? Ymunwch â ni yn rhad ac am ddim heddiw trwy ein gwefan a dewch yn aelod.

wenwales.org.uk/cy/

@wenwales

Rhif Elusen: 1145706 Rhif Cwmni: 07891533



Llywodraeth Cymru
Welsh Government