**Working Group on discrimination against women in law and in practice**

**Questionnaire on good practices**

In accordance with its mandate, the UN Working Group on the issue of discrimination against women in law and practice has developed this questionnaire to gather information on “good practices” in eliminating discrimination and empowering women for its next thematic report. Given the centrality of the law to the Working Group’s mandate, the report will focus on the processes by which laws that support women’s equality and enjoyment of human rights come into being and are implemented in ways that support women’s enjoyment of their human rights and fundamental freedoms.

The questionnaire intends to solicit information on how a specific law aimed at addressing discrimination against women and promoting women’s substantive equality has come into being, was effectively implemented (I), and what impacts the law has had for women on the ground (II).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) clearly establishes State obligation to respect, protect and fulfill women’s human rights, ensuring the de facto enjoyment of those rights by women. CEDAW’s framework is founded on the principle of substantive equality, which requires States to take active measures to not only eliminate laws and practices that directly discriminate against women, but to create an environment in which women’s rights can be fulfilled. Good practices in the promotion of women’s human rights thus require a holistic approach that addresses both the causes and consequences of discrimination, and aim at social transformation.

Recognizing the aspiration of the Working Group to better understand the processes and elements which contribute to build “good practices” in legislation and its implementation the Working Group requests that you provide detailed information on at least **one law** adopted in a State that has been successfully implemented in that it has had a notably substantial impact on eliminating discrimination against women in the specific area related to that law and has enhanced women’s enjoyment of their human rights in your national context, such that you consider it a “good practice.” Processes of substantive change often take place over a period of many years, so the law need not be new: this survey should focus on a law whose impact has been substantiated and the impacts of which are still being seen.

The Working Group wishes to thank all stakeholders for responding to this questionnaire **by 12 September 2016.**

**Questionnaire**

**For the following sections, please provide information about a law that has been selected as an exemplary case study of a “good practice” in eliminating discrimination and empowering women in your national context.**

**I. Identification of a law that has eliminated or substantially reduced discrimination and supported women’s empowerment.**

*Background Information on the Law*

1. Name/Title of the Legislation: Framework Act on Gender Equality

2. Date the law passed and came into force: July 1st, 2015

3. Was it a new law or an amendment of an existing law?

New ( ) Amendment (●)

If it was an amendment of an existing law, please providing name/title of existing law and any pertinent information here: ｢Framework Act on Women’s Development｣ was enacted in 1995 with a focus on the development of women’s abilities, to enhance the status of women. It was amended into the [Framework Act on Gender Equality] in July 2015. The amendments are as comparatively described in <Graph 1>

<Graph 1> Contents of the 「Framework Act on Women’s Development」 amended to the 「Framework Act on Gender Equality」

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| --- | --- | --- | --- |
| **Description** | | **Women’s Development Act** | **Gender Equality Act (Enacted ’15.7.1)** |
| **Purpose** | | Promote gender equality in all political, economic, social, and cultural aspects and achieve development women | Realize gender equality in all areas of the political, economic, social, and cultural |
| **Basic Plan** | | Basic Plan for Women’s Policy (Every 5 years) | Basic Plan for Gender Equality Policy (Every 5 years)  \*Basis for annual implementation plan, performance evaluation, result-reflection |
| **Coordination**  **Promotion**  **System** | **Deliberation**  **Coordination** | Women’s Policy Coordination Meeting (Prime Minister’s Office) | Gender Equality Committee (Prime Minister’s Office) |
| **Policy Establishment** | Appointment of Gender Equality Officer (General Manager level)  \*all central administrative institutions | Chief Gender Equality Officer (General Manager level)  Professional Personnel exclusively responsible for Gender Equality policies (Lv.5 public officials)  \*All central administrative institutions, cities, and provinces |
| **Fact-Finding Survey** | |  | Fact-finding Survey for Gender Equality (Every 5 years) |
| **Celebratory Event** | | Women’s Week (July 1st-7th) | Gender Equality Week  (July 1st – 7th) |
| **Enforcement** | | * Motherhood Protection * Public, political, economic activities (support to increase women’s participation) * Measures to enhance women’s health at all life-cycles * Improve gender discrimination in media | * Guarantee Motherhood and Fatherhood Rights * Public, political, economic activities (policy support to ensure gender equal participation, prevention of women’s career interruption and support of re-employment) * Basis for Gender Mainstreaming (New) * Gender Impact Analysis, Gender Sensitive Budgeting, Disclosure of Gender Equality Index, Designation of Women Friendly City, etc. * Basis for ‘Administrative Position Target System’ (New) * target goals for administrative positions of state, local government, public institutions * Measures for women’s health and gender equal access to health and medical care * Improve gender-based bias, abasement, discrimination, violence in the media   \* legal foundation for the Minister of Gender Equality and Family to request for improvement to Media and Communications Committee and relevant institutions |

4. Is the legislation focused specifically on discrimination against women/gender equality, or is it part of a larger piece of legislation (i.e. Labour law with provisions around gender)? Please explain.

* The legislation is focused specifically on gender equality.

5. Please provide a summary of the content of the law, its preamble or explanatory note, policy measures, dissemination and implementation regulations, and provisions for access to justice, as well a link to where all these can be found online.

* On July 1st of 2015, the Framework Act on Gender Equality (proclaimed May 28th 2014)　shifts paradigm into a de facto gender equal society by ensuring equal rights, duties, and opportunities of participation of both men and women in all areas, while maintaining the continuance of previous women policies.
* The Act states obligations of citizens and the state in realizing gender equality, and strengthens the deliberative and meditative policy functions by establishing the Gender Equality Council under the Prime Minister’s Office as well as the working committee on gender equality
* Requires central administrative bodies and local governments to appoint professional personnel of level 5 public officials, exclusively responsible for gender equality policies, so as to build concrete and substantial policy enforcement systems
* Requires a fact-finding survey on gender equality every 5 years so as to promote policies that appropriately reflect rapidly changing social environments and public perception
* Taking gender mainstreaming as mechanism to facilitate gender equality, the central and local governments are required to integrate gender perspectives into enactment and amendment of law, policy planning, and budgeting. In order to increase the effectiveness of gender equality policies, gender mainstreaming measures such as gender impact assessment and analysis, gender sensitive budgeting, gender responsive education, Women-friendly cities, development and dissemination of state and local gender equality index were specified.
* Affirmative Action measures were strengthened to increase gender equal participation in public, political, economic and all social activities.
* Requires that no particular gender exceeds 6/10 of the number of commissioned committee members of state and local governments.
* Newly implemented “administrative position target system” - an annual target of appointment to each agency - in order to ensure gender balanced appointments to administrative positions
* Founding a legal basis to identify and utilize 100,000 female talents with certain qualifications in the public and private sectors by 2017, through stipulating the collection and management of their information
* State and local governments promote childcare support, guaranteed pregnancy and childcare leave, utilization of alternative labor force, and cultivation of family friendly social environment so that women’s social participation and work-life balance is achieved and thus direct people towards balanced life
* Ensuring not only motherhood but also fatherhood so that both parents can enjoy support and protection for child birth and childcare.
* Expand the conceptual definition of sexual harassment to include actions that ‘Expressing one's intention to put the other party at a disadvantage on grounds of not complying with any verbal or physical behavior of a sexual nature or other demands or to grant him/her any benefit on condition of complying therewith’
* To spread gender equal culture, the Act provides legal foundation for the Minister of Gender Equality and Family to review gender based bias, prejudice, abasement, and/or violent contents in the media and request to relevant institutions for improvement, and also changed the annual ‘Women’s Week’ that is celebrated every July 1st to the 7th, to ‘Gender Equality Week’
* <Graph 2>: Amendments made to the Framework Act for Women’s Development.
* Link: National Law Information Center (Korean·English): www.law.go.kr

<Graph 2>: Amendments made to the Framework Act for Women’s Development.

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| **Measure** | **Content** | | |
| Proactive Measure | Defines legal basis to implement the administrative position target system in state, local government, and public institutions  \* effort for gender-balanced appointments in managerial positions | | |
| Gender Mainstreaming | Requires the state and local government to mainstream gender in performing duties  \* in the course of enacting, amending, applying, and interpreting Acts and subordinate statutes; planning policies; compiling and implementing budgets | | |
| Gender Impact Assessment and Analysis, Gender Responsive Budgeting, Statistics | Provides applicable provision for conducting Gender Impact Analysis and Assessment, implementing Gender Responsive Budgeting, and producing Sex Disaggregated Data | | |
| Gender Responsive Education | Target: | Gender Equality Officer, Gender Equality Professional Personnel, Public Official in charge of Gender Impact Analysis and Assessment, Public official in charge of Gender Responsive Budgeting, Public official in charge of prevention, victim protection, and etc. from sexual violence, domestic violence, and sexual harassment | |
| Content | Contents relevant to enhancing gender responsiveness, understanding of gender perspective, understanding of laws, policies and systems regarding gender equality, comprehension of gender equal society and culture | |
| Method | Lectures, visualized education or online education | |
| Consignee | Local public official education centers, universities, state or local institutions | |
| State / Local Gender Equality Index | Content | | Gender equality level in areas of economy, education, culture, health, welfare, human rights, and decision making |
| Research period | | Annual |
| Method of Disclosure | | Publication on official gazette or on the official homepage of the Ministry of Gender Equality and Family |
| Prohibition of Gender Discrimination | Requires state and local governments to provide measures that prohibit gender discrimination | | |
| Women Friendly Cities | Designated organization | | Special Metropolitan City, Special Self-Governing Province, or City, District, Borough |
| Period of designation | | 5 years |
| Reappointment | | Decided after evaluating policy performance and achievement, etc. |
| International Cooperation | Provision on gender equality measures in cases of international development cooperation, and gender-balanced participation | | |

6. When was the first draft of this law introduced, and when was it adopted (please specify dates of first draft and adoption?

* First introduced: 2013. 12. 24 (by MP Shin Kyung Lim and 14 others)
* Adopted: 2015.7.1.

*The Law’s Compliance with CEDAW*

7. In your view, does the law in question place a positive duty on the State to achieve substantive equality for women?

Yes (●) No ( )

If yes, please explain:

* Article 5 of the Framework Act of Gender Equality defines the obligations of the state and local government to prepare legal and institutional systems and secure financial funds necessary for the realization of gender equality
* The Basic Plan for Gender Equality, Fact-finding survey, gender impact assessment and analysis, gender responsive budgeting, generation of gender disaggregated statistics and etc. are utilized as tools to significantly achieve gender equality.
* Significantly, requiring that no specific gender take more than 60% of government committee seats in order to promote women’s participation in decision making processes, has resulted in a visible success (25.7% in 2012 🡪 36.1% in 2015). Also, state, local governments, and public institutions have been required to implement ‘Administrative Position Target Systems’, and this has become the basis to implement the [Plan for Strengthening Women’s Representation in the Public Sector]
* Article 29 stipulates the promotion of policies that prohibit gender discriminatory practices of states and local governments, and the conduct of gender equal education in families, school education, and public and national research institutions.
* <Graph 3> : List of Proactive duty of state and local governments for Gender Equality

<Graph 3>: List of Proactive Duty of State and Local Governments for Gender Equality

|  |  |  |
| --- | --- | --- |
| Art. | Content | Description |
| 5 | Obligations of State | Defines obligation of state and local governments to prepare legal and institutional systems and to secure financial funds necessary for the realization of gender equality |
| 7 | Establishment of Basic Plan for Gender Equality Policy | Establishment of basic plan for gender equality policy every 5 years |
| 10 | Fact Finding Survey for Gender Equality | Conduct of fact finding survey on gender equality every five years |
| 15 | Gender Impact Analysis and Assessment | Gender impact analysis and assessment on laws (Act, presidential decree, ordinance of the prime minister, ministry ordinance, ordinance, rule) and major plans |
| 16 | Gender Responsive Budget | Analysis of the impact that the budget has on men and women |
| 17 | Sex Disaggregated Data | Providing data that is disaggregated by sex |
| 19 | National Gender Equality Index | Development and dissemination of national gender equality index that quantifies and measures the nation’s state of gender equality |
| 20 | Proactive Measure | Proactive measures  a particular gender’s participation rate is significantly low |
| 21 | Participation in Policy Decision Making Process | * Prohibition of any gender from taking more than 60% of government committee seats, and if in case of unavoidable circumstances, such as lack of professional labor force, exceptions can be allowed under the vote of the Gender Equality Working Group (Clause 2) * Minister of Gender Equality and Family may disclose the gender participation ratios of state and local government committees and make recommendation for improvement (Clause 3) * State implements appointment target goals to ensure gender-balanced appointments for managerial positions * Public institutions are required to implement gender-balanced appointment target goals |
| 29 | Prohibition of Gender Discrimination | Measures to prohibit gender discrimination |
| 36 | Gender Equality Education | Conduct gender equality education in families, school curriculum, public and national training institutions, etc. |

8. Does the law contain a definition of discrimination that is in accord with Article 1 of CEDAW?

Yes (●) No ( )

If yes, please direct us to the section of the pertinent document. If not, please indicate if that definition is enshrined already in the constitution or charter of rights.

* Article 3 of the Framework Act of Gender Equality defines ‘gender equality’ as ‘a state that ensures the equal enjoyment of human rights by women and men and equal participation and treatment in all fields, without any discrimination, prejudice, depreciation or violence grounded on gender’ and therefore this definition is in accordance with Article 1 of CEDAW.

**<Graph 4: Article 1 of CEDAW>**

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| --- |
| Article 1. |

9. Does the law’s definition of discrimination include and define both direct and indirect discrimination?

Yes (●) No ( )

If yes, please explain: Article 3 of the Framework Act of Gender Equality does not separately define discrimination. However, as this Act does include provisions of gender mainstreaming policies and proactive measures such as Gender Impact Analysis and Assessment and Gender Sensitive Budgeting, the spirit of the Act prohibits discrimination in not only form and mechanism but also structure. Also, that the Equal Employment Opportunity and Work-Family Balance Assistance Act, which details the principles of the Framework Act, prohibits indirect discrimination may work as legal grounds.

10. How has the Constitution supported the process of adoption and implementation of the law? Does the Constitution have an equality and non-discrimination provision?

* Article 11 of the Constitution of the Republic of Korea states, “All citizens shall be equal before the law, and there shall be no discrimination in political, economic, social or cultural life on account of sex, religion or social status,” and Article 36(1) states, “Marriage and family life shall be entered into and sustained on the basis of individual dignity and equality of the sexes, and the State shall do everything in its power to achieve that goal,” and thus supports the Framework Act of Gender Equality.

11. Does the law contain provisions that address discrimination against women from an intersectional perspective, taking into account a diversity of women’s social identities, statuses and experiences?

Yes (●) No ( )

If yes, please explain which social identities, statuses and/or intersectional factors are explicitly noted in the law: Article 33 of the Framework Act of Gender Equality stipulates that the State and local governments shall devise policies that take into account region, age, etc., to meet the of women’s welfare demands.

* Moreover, the Act stipulates for necessary action to be taken in the case of women of vulnerable status or women of protection needs, such as disabled persons, single parents, North Korean refugees, international marriage immigrants, etc.

12. Whom of the following are bound by the law?

The State Yes (●) No ( )

Public Authorities/Bodies Yes (●) No ( )

Civil society organizations Yes (●) No ( )

Private companies Yes (●) No ( )

Individuals Yes (●) No ( )

**II. How the law came into being and was implemented**

1. What was the impetus for the development of this law (i.e. social movement activism, political platform, a Supreme Court ruling, an egregious case of discrimination, constitutional reform…)?

* 20 years having passed since the enactment of Framework Act on Women’s Development in 1995, the social environment and legal system concerning women policy had considerable changed, and as the paradigm for women policies shifted from ‘women’s development’ to ‘*de facto* realization of gender equality’, the Framework Act failed to be inclusive of such changes and thus could not fully function as a Framework Act.
* While Korea was reflecting the global shift in women policy paradigm to ‘gender mainstreaming’ by conducting Gender Impact Analysis and Assessment, Gender Responsive Budgeting, and sex disaggregated data, these systems were not included in the Framework Act of Women’s Development and the need to reorganize the legal system had been consistently raised in the Parliament, government, academia, and etc.

2. Were there any conditions in the political context that made it possible for this law to be developed and adopted at the time that it was (i.e. a particular political party in power, a conflict/post-conflict situation, a recent ratification of an HR instrument, etc.)?

Yes ( ) No (●)

If yes, please explain:

3. What actors were consulted and how were they consulted in the law’s development and formulation? Check all that apply, and, where possible, provide names of involved individuals, agencies, organizations, etc.

Legal Experts/scholars (please specify) (●)

* Presented opinions on the Framework Acts on Gender Equality
* Proposed legal drafts of higher consistency and perfection so that gender equality measures would be in accordance with the fundamental purpose of the Framework Act of Gender Equality

Government Ministries (●)

* Collected opinions of central government branches and local governments on the amended Framework Act of Gender Equality

\* There were opinions that the Act would overlap with the Anti-Gender Discrimination Law of Ministry of Justice, if titled as Framework Act on Gender Discrimination

NHRI (●)

* National Human Rights Commission was asked for opinion (No note of significance)

NGOs/CSOs (●)

* Generally agreed to the contents of amendment

Other social groups (specify) N/A

4. Was there opposition to the law?

Yes ( ) No (●)

If yes, please explain from whom and why, and how it was addressed:

6. Were there other laws that needed to be reformed in order to enact this law?

Yes ( ) No (●)

If yes, please list and explain:

7. Were any international human rights treaties or mechanisms referenced in the law’s creation?

Yes ( ) No (●)

If yes, please list and explain:

8. Did any international/regional/national human rights mechanism issue recommendations to the State in regard to amendment or formulation of this law, or regarding effective implementation? If yes, was this recommendation formulated prior, during or after the adoption of the law?

Yes ( ) No (●)

If yes, please list and explain:

9. What measures to support implementation were built into the law or developed immediately after (and as a result of) its passing? This could include such measures as budgetary and resource allocation, monitoring mechanisms, data collection, impact measurement mechanisms, independent monitoring, etc. Please list and explain, providing any relevant documents.

* Key amendments mentioned in answer to Question I-5 were mostly implemented. (Refer to relevant answers)
* The 2015-2017 1st Basic Plan for Gender Equality, established after the enactment of the Framework Act of Gender Equality, strengthened policy support for economic participation, decision making, and other areas in which status of women is low, as well as support for men in establishing work-life balance and single-fathers – all in all, aiming for a more gender equal policy impact.
* A policy delivery system was built with the establishment in 2015 of the Gender Equatliy Committee under the Prime Minister’s Office and the Working Committee for Gender Equality, and the appointment of exclusive professional personnel and gender equality officials in state, city, and provincial level.
* The Gender Equality Committee periodically examines key issues such as, improvement on the Gender Inequality Index, improvement on the Gender Gap Index, women’s representation rate in government committees, and evaluation of administrative target goals for women’s representation.
* State administrative institutions and city, provincial, and district, county, borough-level law, ordinance, and rules, as well as plans and projects that could have an differential gender impact is assessed real-time by the Gender Impact Analysis and Assessment, and relevant institutions are recommended to take action for improvement.
  + In the Gender Impact Analysis and Assessment conducted in 2015, which increased by 29.6% in the number of projects compared to the previous year, resulted in 3,369 recommendations and 81.4% (2,743 recommendations) of them are currently being carried out.
  + 2014: 26,438 projects 🡪 2015: 34,258 projects

<Graph 5> 2015 GIAA Performance and Recommendation Follow-Up Rate

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| # of Institutions | | # of Projects Analyzed and Assessed | | | | Recommendations | Followed  (Rate,%) |
| Total | Law | Plan | Project |
| Total | 304 | 34,258 | 23,723) | 112 | 10,423 | 3,369 | 2,743(81.4) |
| State | 44 | 1,947 | 1,794 | 24 | 129 | 88 | 82(93.2) |
| Local | 260 | 32,311 | 21,929 | 88 | 10,294 | 3,281 | 2,661(81.1) |

<Graph6> Examples of Improvements based on Recommendations of the 2015 Gender Impact Analysis and Assessment

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| **⭘ Gender-Reflected Improvements in Welfare and Housing Provision Policies for the Socially Vulnerable** |
| [Ministry of Trade Industry and Energy]  As pregnancy requires care in the surrounding environment of the mother for the healthy growth and birth of the fetus, low-income pregnant women were included as beneficiaries of energy vouchers provided to social minorities.  \*The [Enforcement Ordinance of Energy Law] currently being amended, the support of pregnant mothers reflected in the 2016 budget |
| [Incheon Metropolitan City]  Designated medical institutions with gynecology departments, as program partnership institutions and built translation service systems so as allow easier access to necessary medical services for marital immigration prior to obtaining citizenship.  \* Improvement in medical service support for foreign laborers and social minorities |
| **⭘ Proactive Measures to Reduce Gender Bias, Stereotypes and Expand Gender Balanced Participation** |
| [Ministry of Gender Equality and Family Special Appraisal– Korea Communications Standards Commissions]  It was recommended that contents that may aggravate gender bias and gender stereotypes be specified, so that the Gender Equality Article of the Communications Standards Code can be plausibly implemented.  \* [Communications Standards Code] Art.30 (To be amended in second-half of 2016) |
| **⭘ Improvement to Strengthen Practicality of ‘Work-Life Balance Support’ such as increased Childcare Leave** |
| [Ministry of Employment and Labor] Creating an environment conducive to Work-Life Balance and increasing government aid for reduced labor hours during nursing periods, lowered requirements to apply for substitutive workforce  \* # of Beneficiaries of substitutive workforce grant: 5,039 people in 2014 🡪 6,602people in 2015 (31% increase)  Aid for Reduced Labor-hours during Nursing Period   * Major Corporations: 100,000KRW 🡪 200,000KRW * SMEs: 200,000KRW 🡪 300,000KRW   Maternity Leave Substitutive Workforce Grant   * 30 days before leave 🡪 60 days before |
| [Opinion for Revision from Ministry of Gender Equality and Family – Ministry of Defense]  If without special cause (killed in combat, war, state of emergency) male soldiers should be able to use parental leave.  - Opinion for Revision on [Military Personnel Management Act] Submitted (Jul. 2015) |
| [Gwangju Metropolitan City]  Eliminate the barrier of male fire fighters from requesting parental leave, by expanding substitutive workforce and establishing a long-term plan for building an alternative work force for those on parental leave  - In 2015, no substitutes were employed for 5 male employees on leave (sick, parental, etc)  🡪 In 2016, 4 male employees requested parental leave, 2 substitute employees were employed.  \* Implementation of Alternative Workforce Program for Public Fire Fighters on Parental Leave |

10. How was the law made accessible to the public? Did it include formal training on the new law for all stakeholders involved? Were specific groups of women targeted for these activities? Who was involved in these initiatives, and where did the funding come from? Please answer in detail.

* The contents of the amended Framework Act on Gender Equality were disclosed to the public via official gazette and webpage publication.
* Amended contents are being disseminated and educated through Korea Institute for Gender Equality Promotion and Education’s Gender Responsiveness Education for the public, and the Gender Equality and Sexual Violence refresher training program for instructors.

11. Have there been any barriers to the law’s full and successful implementation?

Yes ( ) No (●)

If yes, please explain the barriers and how they were/are being addressed:

12. What kinds of roles are being carried out by civil society/women’s organizations in supporting the implementation and impact of the law? How are these activities being financed?

* Submission of reformation opinions at the pre-announcement stage of the amended Act, phased expert meetings, participation in public hearings to push through arguments on legislation

**III. The impacts that the law has had for women on the ground**

1. Did the adoption of the law result in the creation of any policies?

Yes (●) No ( )

If yes, please list and explain: Same as answer to Question II-9

2. Have court cases/decisions resulted from the law? Has this data been systematically collected? If so, please provide details about the number of cases, convictions, decisions made. N/A

3. What specific and measurable outcomes showing the impact of the law on society and on women’s enjoyment of their rights have been recorded as a result of the adoption and implementation of the law? How have these been monitored and by whom?

* Since the amendment, the Ministry of Gender Equality and Family has conducted an annual follow-up evaluation on the implementation of the 2015-2017 Basic Plan for Gender Equality, and submitted an annual report to the National Assembly on its key gender equality policies.

4. Are there other impacts of the law that have been observed?

Yes ( ) No (●)

If yes, please list and explain what they are, as well as monitoring mechanisms used to observe and/or measure those impacts:

5. What mechanisms have been set up to review and assess the implementation of the law?

* Every year, the Implementation Plan for Basic Plan for Gender Equality is established, reviewed, evaluated, and the state and local gender equality index is disclosed. Regular reviews and evaluations of legal implementations are made through inspections on the implementation levels of promotion of women’s representation in the public sector, writing of annual reports, and submissions to the National Assembly.

6. Is there data on how the law has affected some groups of women differently (i.e. based on race, ethnicity, religion, social class, age, etc.)?

Yes ( ) No (●)

If yes, please explain the differential impacts and provide any relevant documents.   
  
7. Has there been independent monitoring of the law?

Yes (● ) No ()

* Please provide information.
* Monitoring is conducting through measures such as disclosure of state and local-level gender equality index, gender impact analysis and assessment as a gender mainstreaming measure, and fact-finding research on gender equality, etc.