

110TH SESSION OF UNHRC

INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS



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INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS

REVIEWED BY THE
**UN HUMAN RIGHTS
COMMITTEE**



ICCPR PROCESS: OVERVIEW



REPORT: State submits a report under Article 40 of ICCPR

- *U.S. Fourth Periodic Report, 2011*

QUESTIONS: UNHRC, with civil society's input, creates written questions ("list of issues") in response to report

- *March 2013*

RESPONSE: State delegation provides written responses to questions

- *July 2013*

ADVOCACY: Civil society submits "shadow reports" on issues mentioned in the questions or other human rights concerns. These reports are read by the committee to inform their questions and concluding observations

- *Shadow Report, August 2013; lobbying up through final review, March 2014*

REVIEW: State delegation comes before the Committee in Geneva for two days of questions. In the days before, civil society educates Committee members on human rights abuses, neglect, and misinformation

- *March 2014 (originally October 2013)*

OBSERVATIONS: Committee releases concluding observations a couple weeks after review

- *March 27, 2014*

ICCPR PROCESS: **ADVOCACY**

80+ Advocates

ACLU, NAACP, Columbia, Dream Defenders, CUNY Law School, Haitian Women of Miami, Sex Workers Project, Asian Americans Advancing Justice

Gender Discrimination Working Group

Center for Reproductive Rights, National Latina Institute for Reproductive Health, University of Miami Human Rights Clinic, and the San Francisco Department on the Status of Women





ICCPR PROCESS: ADVOCACY

ICCPDR PROCESS: **ADVOCACY**

UNEQUAL PAY

- In 2012, women earned only \$0.77 on the male dollar. **African American women make just \$0.68 and Hispanic or Latina women just \$0.59 for every dollar earned by a white man.**

MINIMUM WAGE AND POVERTY

- **Women make up 2/3 of minimum wage workers, and 4 in 10 are women of color.**
- More than 70% of tipped servers are women, and **their poverty rate is nearly 3 times higher than that for the general workforce (\$2.13/hour).**
- Today, **more than 4 in 10 female-headed families with children are poor.**

SEXUAL HARASSMENT

- In 2011, it was reported that **1 in 4 American women had experienced workplace sexual harassment.**

DISPARITIES IN FAMILY LEAVE

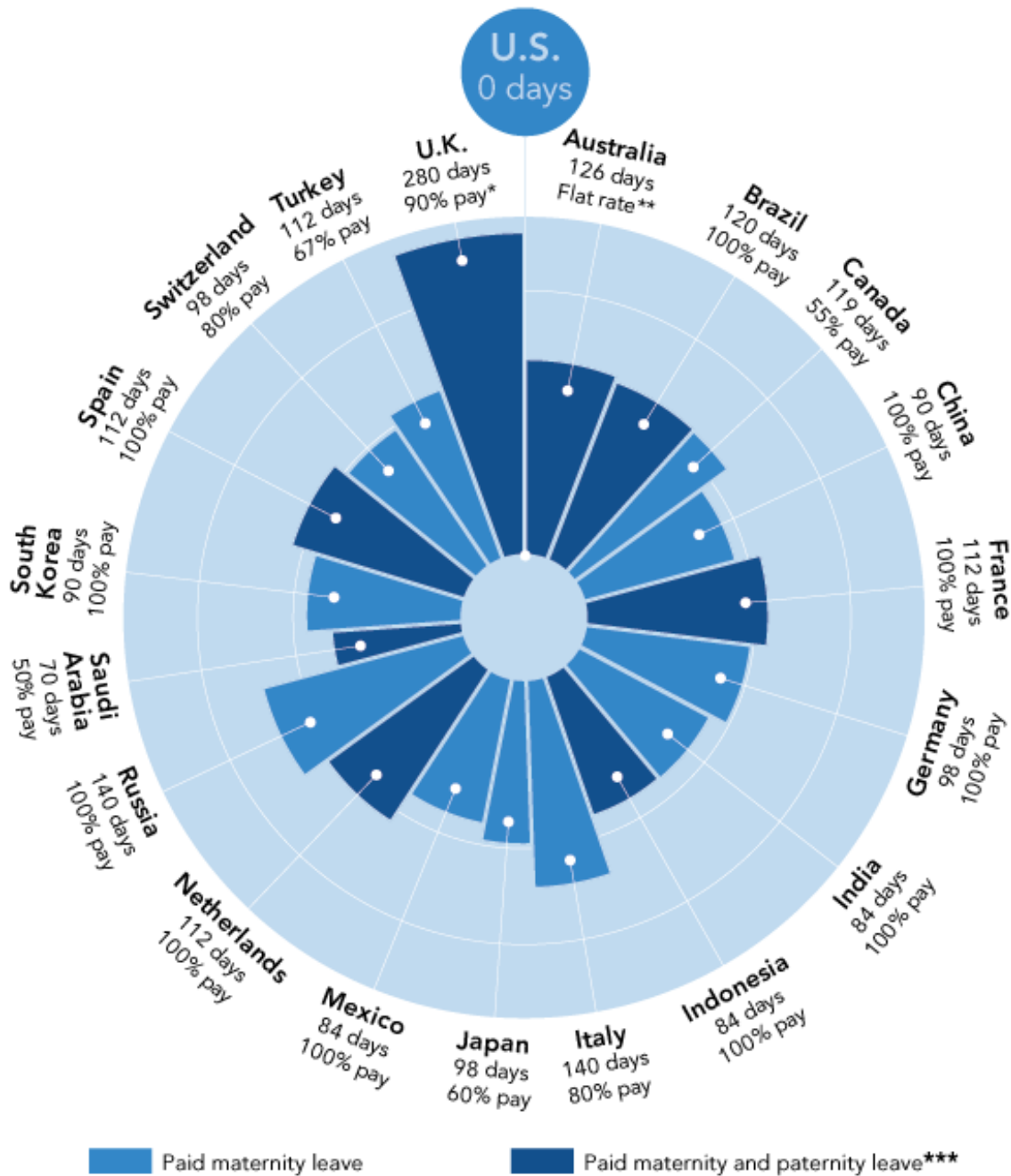
- The United States is **one of the few countries in the world that does not offer paid maternity leave**, although such programs do exist in the states of New Jersey, Rhode Island, and California.

WORK-LIFE BALANCE

- In 2011, **58% of women were in the labor force, and LF participation rate of mothers with children under 18 years of age was 71%.**
- **40% of all households with children under the age of 18, the mother is the sole or primary income provider for the family, and of these breadwinner mothers, 63% are single.**
- Quality child care is very expensive, **costing low-income families up to 36% of their monthly income.**



PAID PARENTAL LEAVE



*for six weeks, flat rate after **at the federal minimum wage
 ***Length of leave and rate of pay apply to maternity leave policies;
 paternity leave policies are paid but may differ



ICCPR PROCESS: **REVIEW**



UN HUMAN RIGHTS COMMITTEE



Body of 18 independent experts that monitors implementation of the ICCPR by State parties.

Tunisia, Algeria, France, Egypt, Netherlands, Japan, Switzerland, South Africa, Mauritius, Romania, USA, UK, Costa Rica, Argentina, Germany, Israel, Georgia, Suriname*

US DELEGATION

Representative

Mary McLeod

*Principal Deputy Legal Adviser
Department of State*

Public Sector Delegates (3)

Mayor, Salt Lake City

Attorney General, State of Mississippi

Advisers (24)

Civil Rights Division, DoJ

Strategic Plan and Policy, DoD

Human Rights Refugees, DoS

Detainee Policy, DoD

HHS

Indian Affairs, DoI

ICCPR PROCESS: **REVIEW**

Would the delegation agree that lack of paid maternity leave raises concerns under Articles 3, 23, 26 of the Covenant? What is US going to do to address this problem?



.@HHSGov admits women in US don't receive #PML, redirects to employers' flexibility to offer it.
@statusofwomensf @lizlaferriere #notenough



ICCPR: **NEXT STEPS**

Continuing to hold the United States **accountable**

- Committee to release concluding observations March 27; opportunity to co-author blog
- Continue to support treaty mechanisms and reviews that incorporate gender equity
- Advocate for FAMILY Act, CEDAW (state and national)

Supporting **PFL in California (1 of just 3 states)**

- Support CA budget bill going forward for PFL
- Resolution

Maintaining and enriching **relationships with national women's rights organizations, experts**

- Freedom from DV as fundamental human right
- Future trainings around women's human rights
- New connections with CEDAW groups in Massachusetts
- Build off of social media successes, interactions



ICCPR: MORE INFORMATION

- Full report, fact sheets, and briefing statements in news section of www.genderprinciples.org
- Link to concluding observations in next newsletter
- Videos from review: www.treatybodywebcast.org/category/webcast-archives
- Follow online conversation on Twitter via [#ICCPRwomen](https://twitter.com/ICCPRwomen) and [@statusofwomensf](https://twitter.com/statusofwomensf)
- [U.S., Rebuffing U.N., Maintains Stance That Rights Treaty Does Not Apply Abroad](#) (*New York Times*)