



**Canada and the *Optional Protocol
to the Convention on the Elimination
of All Forms of Discrimination
Against Women:*
An Overview**

Canada

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Canada is a party to the **Optional Protocol** to the United Nations *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*, and this is an important demonstration of Canada’s commitment to the promotion of gender equality and human rights both domestically and internationally. Canada has been a party to CEDAW since 1981. CEDAW is an essential component of the UN human rights regime as it is the only Convention that brings together in a single treaty human rights standards for women and girls in public and private life. The Optional Protocol to CEDAW (the “Optional Protocol”) is a human rights instrument that creates new procedures to enhance oversight of compliance with CEDAW. The Optional Protocol came into force on December 22, 2000.

In order to promote an understanding of CEDAW and its Optional Protocol, as well as their relationship to Canadian human rights protections, this document provides some basic information on Canada’s commitment to gender equality, domestic human rights legislation, CEDAW and its Optional Protocol, as well as other UN human rights mechanisms.



I. Setting the Context: Domestic Commitments to Gender Equality

1) *Canada's Policy Commitment to Gender Equality*

In preparation for the Fourth World Conference on Women in Beijing held in September 1995, all participating governments, including Canada, were asked to develop a national plan to advance the situation of women. In response, Canada formulated *The Federal Plan for Gender Equality* [<http://www.swc-cfc.gc.ca/publish/fedpln-e.html>] which includes both national and international objectives with respect to women's equality and human rights. *The Federal Plan* was both a statement of commitments and a framework for the future, representing a collaborative initiative of 24 federal departments and agencies and led by Status of Women Canada, the federal government agency responsible for promoting gender equality and the full participation of women in the economic, social, cultural and political life of the country.

The federal government continues its commitment to the goals set out in the *Federal Plan*, and has established an Agenda for Gender Equality to assist in ensuring that the realities of women and men are clearly reflected in government policy, program and legislative development. An important component of the commitment to gender equality at the federal level is the promotion of **gender-based analysis** [<http://www.swc-cfc.gc.ca/gba-acis/index.html>], which compares the impact of policies on men and women. As applied to the public policy process, gender based analysis means that potential legislation, policies and programs are analysed to determine how they may have a different impact on men and women. Individual federal government departments are responsible for conducting a gender-based analysis where appropriate, although Status of Women Canada assists in this process by providing policy advice to other departments on various issues and by helping to build the capacity of other departments to conduct such gender-based analysis.

These policy commitments to gender equality are supported both by the Canadian Constitution as well as by legislation that promotes equality and prohibits discrimination on the basis of sex.

2) *Canadian Domestic Human Rights Instruments for Ensuring Gender Equality*

Although there are a number of domestic legal instruments that protect women's human rights in Canada, two of the most important are the *Canadian Charter of Rights and Freedoms* ("the Charter") [http://laws.justice.gc.ca/en/const/annex_e.html#I] and provincial, territorial and federal human rights legislation.



i) The Charter

Since 1982, the Charter has been a part of the Canadian Constitution, and is the supreme law of Canada. All laws passed by provincial and territorial legislatures, as well as by the Parliament of Canada, must comply with the Charter. Where individuals believe that their Charter rights have been infringed by one of the governments of Canada, they may seek the assistance of the courts in enforcing these rights. If a court finds that a government has in fact acted in a manner inconsistent with the Charter, it may declare the infringing law invalid to the extent that it is inconsistent with the Charter, or provide other appropriate and just redress to individuals whose rights have been infringed. It is important to note that the Charter does recognize that rights are not absolute and provides that Charter rights may be limited by governments. Such a limitation can only occur, however, where it is reasonable and can be shown to be justified in a free and democratic society.

Section 15(1) of the Charter, which came into force in 1985, is the general equality rights provision and guarantees the right to equality without discrimination.¹ This section also lists a number of grounds, including “sex,” upon which discrimination is specifically prohibited.² Section 28 of the Charter confirms that all the rights and freedoms set out in the Charter are guaranteed to both men and women on an equal basis. Another part of the Constitution, section 35(4) of the *Constitution Act, 1982*, provides that the aboriginal and treaty rights of the Aboriginal peoples of Canada, which are recognized and affirmed in the Constitution, are guaranteed equally to male and female persons.

Section 15, the Equality Rights section of the Charter, states that:
(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

ii) Human Rights Legislation

As noted above, in addition to the Constitution, there are numerous types of laws in Canada that assist in promoting women’s equality and some of the most important of these are human rights acts. Human rights legislation has a different scope of application than the Charter. It covers private sector activities in addition to actions by government in particular fields (e.g. employment, services and accommodation). In Canada, human rights legislation exists in all provinces and territories as well as at the federal

Section 28 of the Charter states that, “Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons.”



level. The human rights legislation in the provinces and territories extends to the private sector under their jurisdiction. The legislation in all jurisdictions in Canada includes protection from discrimination on the basis of “sex.”

At the federal level, the relevant human rights statute is the *Canadian Human Rights Act* (“CHRA”) [<http://laws.justice.gc.ca/en/H-6/index.html>]. It prohibits discrimination in employment, services and accommodation within federal jurisdiction, including businesses in the federally-regulated private sector, for example the airline industry. The CHRA lists the specific grounds upon which discrimination is prohibited, and this includes “sex.” It is important to point out that the CHRA also specifically provides that a discriminatory practice includes one that is based on more than one prohibited ground or on the effect of the combination of grounds. Thus, this legislation recognizes that multiple forms of discrimination can intersect, and for example, prohibits discrimination based on both sex and race, or sex and marital status.

If a complaint under the CHRA is settled or if the Canadian Human Rights Tribunal makes a finding in favour of a complainant, the person or organization responsible for the discrimination agrees to or is ordered by the Tribunal to take action to remedy the discrimination. Examples of possible remedies include financial compensation to the complainant for hurt feelings and lost wages or benefits. An organization could also agree to or be ordered to take action to prevent discrimination by developing an anti-discrimination policy and providing training to all employees. [<http://www.chrc-ccdp.ca/>]

¹ The Charter protects what is known as “**substantive equality**”. Substantive, as opposed to “formal” equality, means that in determining whether discrimination has occurred, we must look to the effects or impacts of laws, policies, and programs on individuals and social groups, not simply to whether a law is worded in a neutral way. The notion of substantive equality recognizes that equality means not only the absence of discrimination, but also that in some circumstances positive steps to promote equality may be required. In this respect, it is important to note that section 15(2) of the Charter clarifies that the Charter allows for laws, programs and activities intended to improve the situation of disadvantaged individuals, for example in the area of employment opportunities.

The Court Challenges Program of Canada provides financial assistance for significant court cases that advance equality rights guaranteed under section 15(1) of the Charter, in relation to a federal government law, policy or practice. [<http://www.ccpcj.ca/e/ccp.html>]

² The list of grounds set out in section 15(1) is not closed, and the courts have decided that section 15(1) also protects equality on the basis of grounds not specifically listed. For example, the grounds of sexual orientation and that of First Nations band members living off reserve, are grounds protected from discrimination under section 15(1) of the Charter.



II. International Commitments to Gender Equality

In addition to promoting gender equality through the Canadian Constitution, legislation and policy, Canada also works at the international level to promote women's equality and human rights. Canada's work in this regard is based on the belief that equal rights for women are an essential component of progress on human rights and democratic development and that sustainable and equitable development will only be achieved if women are able to participate as equal partners and decision-makers in, and beneficiaries of, this development. An important recent initiative in this promotion of women's equality and human rights, is Canada becoming a party to the Optional Protocol.

1) *The Convention on the Elimination of Discrimination Against Women (CEDAW)*

The *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)* [<http://www.un.org/womenwatch/daw/cedaw/>], entered into force on September 3, 1981 and Canada ratified this document on December 10, 1981. Various other UN instruments also address issues of gender equality, for example the *International Covenant on Economic, Social and Cultural Rights* [http://www.unhchr.ch/html/menu3/b/a_cescr.htm] and the *International Covenant on Civil and Political Rights* [http://www.unhchr.ch/html/menu3/b/a_ccpr.htm]. CEDAW, however, is the only UN human rights instrument that focuses specifically on issues of women's equality and human rights. CEDAW sets out the obligations of parties to this instrument and establishes a reporting mechanism whereby the progress of these countries in implementing the CEDAW obligations can be evaluated.

i) *The CEDAW Obligations*

Countries that are parties to CEDAW are required to eliminate discrimination against women and to take all appropriate measures to ensure the full development and advancement of women in all aspects of society, including in the civil, cultural, economic, political, and social areas; this is to ensure that women exercise and enjoy human rights and fundamental freedoms on an equal basis with men. CEDAW also requires that States parties take specific measures to enable women to achieve equal enjoyment of their human rights in public and private life. For example, States parties are obliged to take all appropriate measures to:

- suppress all forms of traffic in women and exploitation of prostitution of women;

A "State Party" is UN terminology to mean a country that has become bound by the obligations of a treaty. This occurs when a country either signs and ratifies a treaty, or alternatively accedes to the treaty.



- eliminate discrimination against women in the political and public life of the country, including participation in the formulation and implementation of government policy;
- eliminate discrimination against women in the field of education;
- eliminate discrimination against women in the field of employment in order to ensure on a basis of equality between men and women, the same rights, including the same employment opportunities, free choice of profession, equal remuneration and treatment for work of equal value, and protection of health and safety in working conditions; and
- eliminate discrimination against women in all matters related to marriage and family relations.

CEDAW requires parties to this instrument to take into account the particular problems faced by rural women, and to take appropriate measures to ensure its application to women in rural areas. Similar to the Canadian Charter equality provisions, CEDAW contains a provision clarifying that temporary special measures aimed at increasing the equality of men and women would not constitute discrimination under CEDAW.

ii) The CEDAW Committee and Periodic Reports

In becoming parties to CEDAW, countries agree to provide periodic reports on the steps that they have taken to implement the provisions of CEDAW, and the progress that they have made in meeting the Convention's obligations. These reports are examined by the **CEDAW Committee**.

[http://www.pch.gc.ca/ddp-hrd/docs/cedaw_e.shtml]

The CEDAW Committee is made up of 23 experts and its purpose is to consider and monitor the progress by States parties in the implementation of CEDAW. Committee members are elected by States parties but do not represent their governments; they act in their personal capacity as experts on these issues and express their personal views. Members of the Committee are not required to be lawyers or judges. In fact, members of the Committee have come from various backgrounds, including the social sciences and economics.

States parties must report one year after becoming a party to CEDAW and every four years thereafter or whenever the Committee requests. When the Committee meets to consider these country reports, the process may include a session where government representatives of the country make an oral presentation and answer questions by Committee members. The Committee may also wish to consider additional information and in recent years, information and reports prepared by non-governmental organizations (NGOs) and other sources have been encouraged by the Committee. Following consideration of the country report and any other information gathered, the Committee provides comments and recommendations on the country's implementation of CEDAW.



In addition to its role in reviewing periodic reports, the Committee can also make comments and recommendations on the elimination of discrimination against women that are not country specific, but rather are of general application to countries that are parties to CEDAW. The Committee has provided comments and general recommendations in numerous areas, including statements regarding the importance of gathering statistics that take differences according to gender into account and clarifying that the definition of discrimination in CEDAW includes gender-based violence, which the Committee defined as “violence that is directed against a woman because she is a woman or that affects women disproportionately.” The Committee also has made a number of recommendations about measures that States parties should take to address violence against women.

2) *The Optional Protocol to CEDAW*

The Optional Protocol [<http://www.un.org/womenwatch/daw/cedaw/protocol/current.htm>] is a human rights treaty that supplements efforts by the international community to “ensure the full and equal enjoyment by women of all human rights and fundamental freedoms and to take effective action to prevent violations of these rights and freedoms....” It creates two new procedures to enhance oversight of compliance with CEDAW. Canada strongly supported the adoption of the Optional Protocol and has become a party to it because it is an important mechanism for promoting women’s equality and human rights and will assist in the implementation of CEDAW.

The Optional Protocol contains a “communications procedure” that allows individuals or groups of individuals to petition the CEDAW Committee about alleged violations of CEDAW by their country. The Optional Protocol also contains a second procedure that allows the CEDAW Committee to make an inquiry where it receives reliable information that grave or systematic violations of CEDAW are occurring in a country that is a party to the Optional Protocol. With the entry into force of the Optional Protocol, the CEDAW Committee has thus assumed new responsibilities that enhance its role in monitoring State party compliance with the CEDAW obligations.

○ An “Optional Protocol” is a treaty in its own right and supplements the provisions of an existing UN instrument. It is “optional” in the sense that countries that are parties to the original instrument are not required to become parties to the Optional Protocol, although this is encouraged.



i) The Communications Procedure

Basic Requirements for A Communication

A “communication” or a petition can be initiated under the Optional Protocol where there is a claim of a violation of any of the rights set out in CEDAW. There are a number of requirements that must be met before a petition is accepted for consideration by the CEDAW Committee:

- The country about which the communication is made, must be a party to CEDAW and the Optional Protocol;
- The individuals or the group of individuals who allege that they are victims of a violation must be under the jurisdiction of the country about which they are petitioning the Committee;
- Communications can be submitted to the Committee of CEDAW by individuals or groups of individuals, or by representatives designated by them, for example a lawyer. Communications can also be submitted by others, for example an NGO, acting on behalf of an individual or a group of individuals where this individual or group of individuals consent. Exceptions to this requirement for consent are possible when the person or group petitioning the Committee can justify acting without it. This exception could apply for example, if the person to be represented is a missing person;
- Communications must be in writing. So, a communication submitted solely in the form of an audio or videotape would not be accepted;
- Communications cannot be anonymous, and so the individual or group of individuals about whom the petition is being brought must be identified.

A “communication” is the UN term used to refer to an appeal to a UN body by individuals, groups, or others, claiming a violation of human rights. The specific conditions under which a communication can occur differ under various UN human rights mechanisms.

Admissibility of A Communication

The OP also contains several criteria to determine whether the Committee can consider the merits of the claim, that is whether it is “admissible”:

- The person or group pursuing the communication must have exhausted all avenues of redress within their own country (“domestic remedies”) before submitting their petition. There is a narrow exception to this requirement for cases in which the domestic redress mechanisms are unreasonably prolonged or unlikely to bring effective relief to the victim or victims. In Canada, the individual or group of individuals alleging a violation of CEDAW under the Optional Protocol must have pursued remedies for the alleged violation through Canadian mechanisms, such as filing



a human rights complaint with a human rights commission or bringing a court action alleging a violation of the Charter. All possible Canadian appeals must be exhausted before a petition can be brought under the Optional Protocol.

There are also several other criteria that limit the circumstances in which the Committee can consider a communication. These are when the communication:

- addresses the same matter that has already been addressed by the Committee or has been or is being simultaneously considered under another international procedure;
- is incompatible with the provisions of CEDAW. For example, if a claim was brought contrary to the principles of CEDAW;
- the alleged violation occurred before the country became a party to the Optional Protocol. This rule does not apply when the acts giving rise to the violation were not a one-time event but rather continued past the date a country became a party to the Optional Protocol.

The Committee will also consider the foundations or basis of the communication and whether it has been sufficiently substantiated or is abusive of the right to submit a communication. The requirement that the communication must be sufficiently substantiated is intended to ensure that the Committee has enough detail supporting the petition in order to proceed to examine it.

Consideration of a Communication

When the Committee receives a communication and 1) makes an initial determination that it is admissible based on the information contained in the communication and 2) the individual or group of individuals about whom the communication is made agree that their identity can be made known to the country involved, the Committee will confidentially advise that country about the communication. After receiving a copy of the communication, the country has six months to provide the Committee with a written response. This response can include both submissions about whether the country views the communication to be admissible and on the merits of the allegations. The country may also provide information about any actions taken to address the subject-matter of the communication.

Only members of the Committee may attend the meetings where the Committee considers a communication. When the Committee examines the communication, it does so in light of all the information that it receives by or on behalf of individuals or groups of individuals as well as the country involved. The Committee must provide to the parties concerned, that is, those who brought the communication and the country involved, the information that it will consider in reaching its decision.



As a safeguard for the procedure, the Optional Protocol contains two provisions that are intended to protect those who petition the Committee. First, any time after a communication is submitted to the Committee, and before the Committee reaches a decision, the Committee can ask that the country involved take temporary steps (known as “interim measures”) to avoid possible irreparable damage to the victim(s) of the alleged violation. If the Committee makes such a request, it does not imply that the Committee has made a final decision about the admissibility or merits of the communication. Second, the Optional Protocol also contains a more general provision that requires parties to it to take steps to ensure that individuals from their country are not subject to ill treatment or intimidation because they have petitioned the Committee.

Results and Follow Up to A Communication

Following its examination of the communication, the Committee will provide the parties concerned with its views on the communication and any recommendations on steps that should be taken by the country involved. The Optional Protocol requires that the country involved give “due consideration” to the views and any recommendations of the Committee. Within six months that country must provide the Committee with a written response that includes information on any actions taken as a result of the views and any recommendations of the Committee.

In addition to the initial response by the country, the Committee can ask that the country provide supplementary information about the steps that it has taken in response to the views or any recommendations of the Committee. This may include a request to provide information on this issue in the country’s periodic reports to the Committee under CEDAW.

ii) The Inquiry Procedure

In addition to the communications procedure, the Optional Protocol also creates an “inquiry” or investigation mechanism. Under this procedure, where the Committee receives reliable information indicating “grave or systematic violations” of CEDAW by a country, the Committee will ask this country to cooperate in examining the information and to submit comments on it.

After reviewing any observations submitted by the country involved as well as any other reliable information available to the Committee, the Committee can decide to appoint one or more of its members to conduct an inquiry and to report on an urgent basis to the Committee. Where it is necessary, and where the country consents, the inquiry can also include a visit to that country. The inquiry process is conducted confidentially and the cooperation of the country is requested at all stages of the process.



Once the inquiry is complete and the Committee has examined the findings of the inquiry, the Committee will provide these findings to the country involved, along with any comments and recommendations the Committee may have. Then, within six months, the country involved may provide the Committee with its comments on the matter. Subsequently, if necessary, the Committee may ask the country involved to describe any steps the country has taken in response to the inquiry, including in that country's periodic reports to the Committee under CEDAW.

Although a decision by the CEDAW Committee on the basis of a communication or the inquiry procedure is not legally binding in the way that a decision from the domestic courts or tribunals of that country would be, these UN Committee decisions are often morally persuasive.



3. *Other International Human Rights Instruments*

Canada is also a party to several other UN human rights mechanisms, some of which contain communication procedures. The following is a brief description of some of these mechanisms, in order to assist in understanding how the Optional Protocol relates to other UN procedures. It is important to be aware of the functions and procedures of these various mechanisms since they differ.

There are two main types of UN communications procedures. The first is a **treaty-based** procedure, such as the Optional Protocol. Countries may become subject to treaty-based communications procedures when they become a party to the treaty creating the procedure. The second type of procedure is a **Charter-based** procedure that is created by a decision of an intergovernmental body of the UN and which reflects the membership of the UN, for example the General Assembly. As long as a country is a Member state of the UN, it is not necessary for a country to become a party to any specific treaty to become subject to a Charter-based communication mechanism.

i) *Treaty-Based Human Rights Communications Procedures*

In addition to that created by the Optional Protocol, Canada is a party to two other treaty-based communications mechanisms under the UN system:

- **The First Optional Protocol under the *UN International Covenant on Civil and Political Rights (ICCPR)*** [http://www.unhchr.ch/html/menu3/b/a_opt.htm]. The ICCPR requires States parties to ensure the equality of men and women in the enjoyment of all the civil and political rights set out in that instrument. The ICCPR states that all persons are equal before the law and are entitled without any discrimination to the equal protection of the law. It further provides that the law must prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on a number of grounds, including “sex.” The First Optional Protocol to the ICCPR allows individuals claiming a violation of their rights under the ICCPR to bring a communication to the Human Rights Committee, established by the ICCPR;
- **The *Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT)*** [http://www.unhchr.ch/html/menu3/b/h_cat39.htm]. The CAT requires parties to take effective legislative, administrative, judicial and other measures to prevent acts of torture in their jurisdiction. Individuals who claim to be victims of a violation of the provisions of the CAT can bring a communication to the Committee Against Torture.



While an individual or a group of individuals may file a communication under any of these procedures or under the Optional Protocol, it is important to keep in mind that a communication under the Optional Protocol will only be considered if the same matter has not been addressed by another international procedure. The other individual communications mechanisms discussed above, have similar requirements.

ii) Charter-Based Human Rights Procedures

As a Member state of the UN, Canada is subject to other human rights communications procedures within the UN system. These mechanisms are different in nature and have different procedures than the treaty-based communications procedures. With respect to women's human rights, two important Charter-based procedures are the communications procedure of the Commission on the Status of Women (CSW) [<http://www.un.org/womenwatch/daw/csw/index.html>] and the 1503 procedure of the Commission on Human Rights (CHR) [<http://www.unhchr.ch>].

The CSW Communications procedure is quite distinct from the procedure under the Optional Protocol. Whereas the procedure under the Optional Protocol may result in the Committee adopting views and recommendations about an individual case, the CSW procedure is not intended to provide redress for individual claims nor to issue views on particular cases. The CSW communications procedure examines broad patterns of human rights violations against women and brings to the attention of the CSW communications that “appear to reveal a consistent pattern of reliably attested injustice and discriminatory practices against women.” CSW communications are thus sources of information for the identification of patterns and emerging trends. They may form the basis for policy-making by the CSW and general recommendations to the Economic and Social Council.

The 1503 procedure of the CHR, so called because of its number in the original resolutions establishing this procedure, identifies country situations where there appear to be grave violations of human rights. Like the CSW procedure, the 1503 procedure is not intended to provide remedies for individual claims or views on individual cases. The specific country situations are examined to determine whether there is a “consistent pattern

○ The Commission on the Status of Women (CSW) is one of a number of Commissions that report to the UN Economic and Social Council. The CSW oversees issues related to the advancement of women in the UN. The Commission also makes recommendations to the Council on urgent problems requiring immediate attention in the field of women's rights. Since 1995, the CSW has had a central role in monitoring implementation of the Beijing Platform for Action and the outcome of the 25th Special Session of the UN General Assembly (Beijing +5).



of gross and reliably attested violations of human rights and fundamental freedoms.” A determination is then made whether recommendations should be made to the Economic and Social Council on measures that could be adopted to improve the situation.

The CSW and 1503 communications procedures are just two of a range of mechanisms through which the UN system monitors and works to improve human rights situations around the world. Other mechanisms, such as the Special Rapporteur on Violence Against Women, also form part of UN human rights oversight mechanisms. The UN Special Rapporteur on Violence Against Women was appointed in 1994 through a resolution of the Commission on Human Rights. As well as considering the issue of violence against women generally, the Special Rapporteur has established procedures to seek information from governments concerning specific cases of alleged violence.

Conclusion

Canada is committed to promoting women’s human rights and women’s equality, as evidenced by international commitments, domestic policy, as well as by existing constitutional and legislative protections. Becoming a party to the Optional Protocol is an important demonstration of this continuing commitment. It is hoped that the Optional Protocol will contribute to the recognition and protection of women’s human rights and the promotion of gender equality around the world.

○ *The Economic and Social Council of the United Nations (ECOSOC) works under the authority of the UN General Assembly to co-ordinate the economic and social work of the UN and related specialized agencies and institutions, for example the UN Development Fund for Women (UNIFEM) and the Commission on the Status of Women (CSW). The Council oversees UN activities and policies promoting economic growth in developing countries, administering development projects, promoting the observance of human rights, and fostering international cooperation in areas such as housing, health services, environmental protection and crime prevention.*



Additional Information:

1. For more information on women's human rights and equality at the UN, you may wish to contact the UN Division for the Advancement of Women:

United Nations Division for the Advancement of Women
2 UN Plaza, DC2-12th Floor
New York, NY 10017
USA
Fax: (212) 963-3463
E-mail address: daw@un.org
Website: <http://www.un.org/womenwatch/daw>

2. For information on women's equality and human rights, you may wish to contact Status of Women Canada:

Status of Women Canada
123 Slater Street
Ottawa, Ontario
K1P 1H9
Telephone: (613) 995-7835
Facsimile: (613) 957-3359
TDD: (613) 996-1322
Website: <http://www.swc-cfc.gc.ca/>

3. For information on both domestic and international human rights and Canada, you may wish to contact the Human Rights Program at the Department of Canadian Heritage:

The Human Rights Program
Aboriginal Peoples' and Human Rights Programs Directorate
Department of Canadian Heritage
Hull, Québec K1A 0M5
Telephone: (819) 994-3458
Fax: (819) 994-5252
E-mail: rights-droits@pch.gc.ca
Website: <http://www.pch.gc.ca/ddp-hrd/>



4. For information on human rights, the human rights procedure under the *Canadian Human Rights Act*, and contact information for the provincial and territorial commissions, you may wish to contact the Canadian Human Rights Commission:

The Canadian Human Rights Commission

344 Slater Street, 8th Floor

Ottawa, Ontario K1A 1E1

Phone: (613) 995-1151

Toll Free: 1-888-214-1090

TTY: 1-888-643-3304

Fax: (613) 996-9661

Website: <http://www.chrc-ccdp.ca/>