



**SAN FRANCISCO
DEPARTMENT ON THE
STATUS OF WOMEN**



IMPLEMENTING CEDAW AS A LOCAL ORDINANCE

The UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is the only international human rights treaty to focus exclusively on the rights of women. Adopted by many countries in 1979, CEDAW has been ratified by 186 of 193 UN member states worldwide. The United States is one of the seven member states, and the only industrialized nation, that has failed to ratify CEDAW, joined by such countries as Iran, Somalia, and Sudan.

In 1998, San Francisco became the first city in the world to adopt an ordinance reflecting the principles of CEDAW. The purpose of the Cities for CEDAW campaign is to "make the global local" by harnessing the power of cities and promoting the adoption of CEDAW as a municipal ordinance in cities large and small in order to create a framework for improving the status of women and girls. Mobilizing multiple stake holders including elected officials, the media, business, youth, NGOs, faith communities, and women leaders, the campaign will focus on engaging cities across the United States.

➤ **ONLY THREE MINIMUM REQUIREMENTS FOR SUCCESSFUL IMPLEMENTATION**

1. **Gender analysis** – This tool analyzes workforce, services, and the city budget in order to integrate gender considerations into the daily operations of local agencies, and to institutionalize new ways of thinking about equitable distribution of government resources. The report includes other demographic characteristics linked to gender such as race, disability, immigration status, and sexual orientation.
2. **Oversight body** – Crucial to the implementation of programming and policies is having community and government leaders oversee the implementation of action plans.
3. **Funding** – Municipalities should allocate between \$0.10 and \$0.25 per woman resident to implement program and policy reforms as outlined by CEDAW.

➤ **EXAMPLE: PROMOTING GENDER EQUALITY IN THE WORKPLACE**

It is important to involve the private sector when implementing CEDAW locally. San Francisco launched the Gender Equality Principles Initiative to build a more productive workplace, for both women and men, by implementing 7 gender equality principles, based on the Calvert Women's Principles, ranging from employment and compensation to supply chain practices. These principles were later adopted by the UN Global Compact as the Women's Empowerment Principles in 2010. For more information, visit www.genderprinciples.org.

➤ **EXAMPLE: PREVENTING VIOLENCE AGAINST WOMEN**

Freedom from violence is a human right and a keystone of CEDAW. The San Francisco Commission on the Status of Women funds non-profit organizations that provide direct services to victims of violence against women including crisis intervention, legal services, case management, traditional housing, and prevention education. The Department also founded and partnered with numerous local initiatives:

1. **Justice and Courage Project for Domestic Violence Policy Reform** – to 1) Promote a victim-centered response by law enforcement agencies, 2) expand the cultural competence of first responders and community service providers to immigrant victims, and 3) advocate a systemic approach of domestic violence including the use of new technologies. **As a result of this work, San Francisco eliminated domestic homicides for a record 44 months (2010-2013).**
2. **Family Violence Council** – Advocates working against child abuse, domestic violence, and elder abuse meet on a quarterly basis to document the rates of family violence and propose policy reforms.
3. **Collaborative Against Human Trafficking** – Brings together community-based organizations and government agencies to eliminate modern slavery.

For all of these, visit www.sfgov.org/dosw.