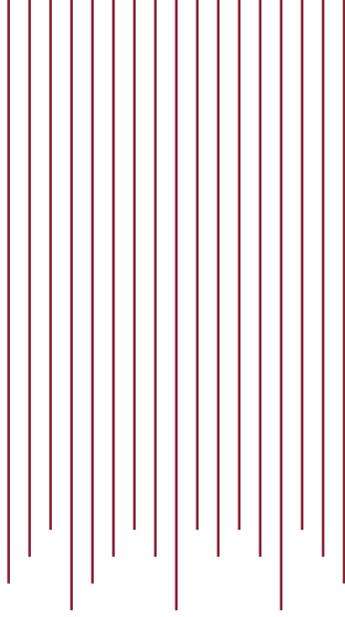


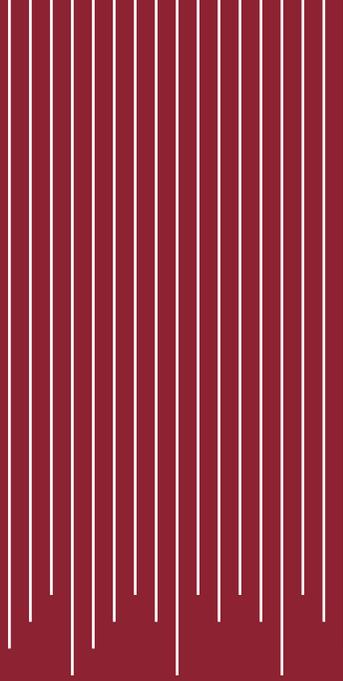


KNOW YOUR RIGHTS
A SPECIAL COMPILATION ON
WOMEN'S RIGHTS IN UAE LAW

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KNOW YOUR RIGHTS
“SADER A SPECIAL COMPILATION ON
WOMEN’S RIGHTS IN THE UAE”

THIS BOOKLET HAS BEEN PUT TOGETHER TO CELEBRATE THE INTERNATIONAL WOMEN'S DAY!

THE UAE IS WELL POSITIONED AS A COUNTRY WHICH ENSURES THE RESPECT OF WOMEN'S RIGHTS, ENCOURAGES THEIR PARTICIPATION IN THE GOVERNMENT AS WELL AS PRIVATE SECTORS, BY GRANTING THEM THE OPPORTUNITY TO WORK WHILE MAINTAINING A WORK/LIFE BALANCE.

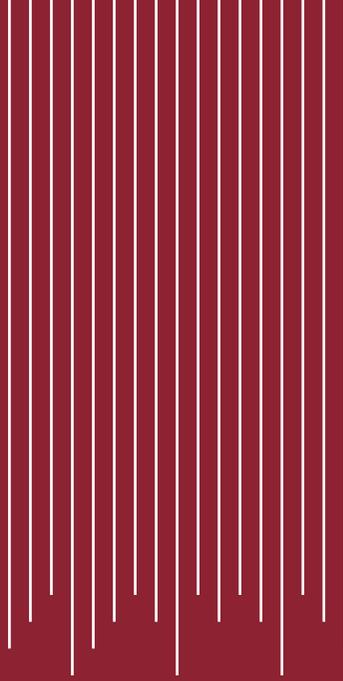
WE START WITH A BRIEF REVIEW OF THE CONSTITUTION, IN THE ARTICLE 25:

“ALL PERSONS ARE EQUAL BEFORE THE LAW, WITHOUT DISCRIMINATION BETWEEN CITIZENS OF THE UNION IN REGARD TO RACE, NATIONALITY, RELIGIOUS BELIEF OR SOCIAL STATUS.”

THE USE OF THE GENDER-NEUTRAL TERM OF “PERSONS” SETS THE TONE FOR ALL THE LEGISLATION THAT IS TO BE PUBLISHED IN THE STATE, AND THE TREATMENT OF WOMEN THEREIN. HOWEVER, MORE SPECIFIC PROVISIONS, ADDRESSED TO THE FEMALE GENDER HAVE BEEN PUT IN PLACE, TO ENSURE PROPER TREATMENT, SUCH AS THE LABOUR LAW, MATERNITY LEAVES AND ACCESS TO PARLIAMENT.

TO THAT END, SADER HAS PUT TOGETHER SOME OF THE KEY LAWS AND LEGISLATION WHICH AFFECT WOMEN'S RIGHTS AND THEIR PARTICIPATION IN THE EMIRATI SOCIETY.

1. UAE FEDERAL CONSTITUTION OF 1971 - THE CONSTITUTION
2. FEDERAL LAW No 33 OF 2021 – ON THE REGULATION OF EMPLOYMENT RELATIONSHIPS
3. FEDERAL DECREE LAW No 27 OF 2018 – ON GENDER PAY EQUALITY
4. FEDERAL DECREE-LAW No 8 OF 2011 – ON THE HUMAN RESOURCES IN THE FEDERAL GOVERNMENT
5. FEDERAL DECREE-LAW No 2 OF 2015 – ON COMBATING DISCRIMINATION AND HATRED
6. CABINET DECISION No 319/15 AND 22 OF 2012 - ON WOMEN'S REPRESENTATION IN THE BOARDS OF FEDERAL ENTITIES AND INSTITUTIONS 2012
7. FEDERAL NATIONAL COUNCIL – DECISION No 4 OF 2006 – ON THE SELECTION METHOD OF THE REPRESENTATIVES OF THE EMIRATES IN THE FEDERAL NATIONAL COUNCIL
8. FEDERAL DECREE No 34 OF 2004 – ON THE ADHERENCE OF THE UAE TO THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN OF 1979



**UNITED ARAB EMIRATES
CONSTITUTION**

ISSUED ON 18/07/1971

CORRESPONDING TO 25 JAMADI EL AWAL 1391 H.

AMENDED BY

CONSTITUTIONAL AMENDMENT NO.1 DATED 10/02/1972

CONSTITUTIONAL AMENDMENT NO.1 DATED 06/11/1976

CONSTITUTIONAL AMENDMENT NO.2 DATED 28/11/1976

CONSTITUTIONAL AMENDMENT NO.1 DATED 07/11/1981

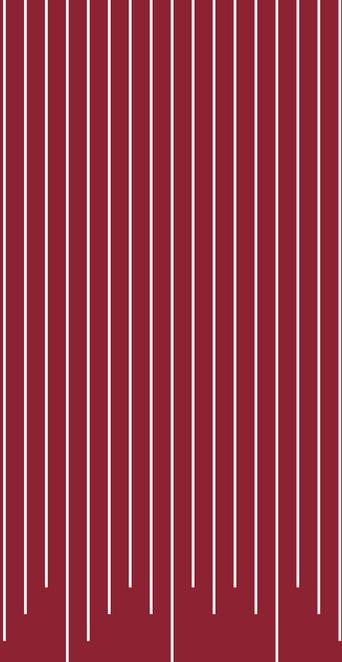
CONSTITUTIONAL AMENDMENT NO.1 DATED 15/10/1986

CONSTITUTIONAL AMENDMENT NO.1 DATED 28/10/1991

CONSTITUTIONAL AMENDMENT NO.1 DATED 02/12/1996

CONSTITUTIONAL AMENDMENT NO.1 DATED 10/01/2004

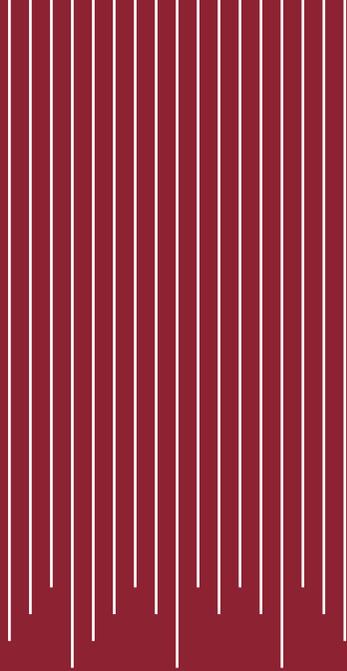
CONSTITUTIONAL AMENDMENT NO.1 DATED 02/10/2009



PART THREE
PUBLIC FREEDOM,
RIGHTS AND DUTIES

ARTICLE 25

“ALL PERSONS ARE EQUAL BEFORE THE LAW, WITHOUT DISCRIMINATION BETWEEN CITIZENS OF THE UNION IN REGARD TO RACE, NATIONALITY, RELIGIOUS BELIEF OR SOCIAL STATUS.”



FEDERAL DECREE-LAW
No. (33) OF 2021
ISSUED ON 20/09/2021

ON THE REGULATION OF
EMPLOYMENT RELATIONSHIPS

ABROGATING

FEDERAL LAW NO. 8 OF 1980

ARTICLE 4 - EQUALITY AND NON-DISCRIMINATION

1- IT SHALL BE PROHIBITED TO DISCRIMINATE ON THE BASIS OF RACE, COLOUR, SEX, RELIGION, NATIONAL ORIGIN, SOCIAL ORIGIN, OR BECAUSE OF DISABILITY, WHICH WOULD IMPAIR EQUAL OPPORTUNITIES OR PREJUDICE EQUALITY IN OBTAINING OR CONTINUING A JOB AND ENJOYING THE RIGHTS. THE EMPLOYER SHALL ALSO BE PROHIBITED FROM DISCRIMINATION IN JOBS WITH SINGLE TASKS.

2- THE RULES AND PROCEDURES THAT WOULD ENHANCE THE PARTICIPATION OF THE STATE NATIONALS IN THE LABOUR MARKET SHALL NOT BE CONSIDERED AS DISCRIMINATION.

3- WITHOUT PREJUDICE TO THE RIGHTS OF WORKING WOMEN PRESCRIBED IN THIS DECREE-LAW, ALL PROVISIONS REGULATING THE EMPLOYMENT OF WORKERS WITHOUT DISCRIMINATION SHALL APPLY TO WORKING WOMEN.

4- FEMALE WORKERS SHALL BE GRANTED REMUNERATION EQUAL TO MALE WORKERS' REMUNERATION IF THEY PERFORM THE SAME WORK OR ANOTHER WORK OF EQUAL VALUE. A DECISION BY THE CABINET, BASED ON A PROPOSAL BY THE MINISTER, SHALL ISSUE THE PROCEDURES, RULES, AND CRITERIA NECESSARY FOR EVALUATING THE WORK OF EQUAL VALUE.

ARTICLE 14 - PROHIBITION OF FORCED LABOUR AND OTHER PROHIBITIONS

1- THE EMPLOYER SHALL NOT USE ANY MEANS THAT WOULD FORCE OR COMPEL THE WORKER OR THREATEN HIM WITH ANY PENALTY TO WORK FOR HIM, OR FORCE HIM TO CARRY OUT A WORK OR PROVIDE A SERVICE AGAINST HIS WILL.

2- SEXUAL HARASSMENT, BULLYING, OR ANY VERBAL, PHYSICAL OR PSYCHOLOGICAL VIOLENCE AGAINST THE WORKER BY THE WORKER'S EMPLOYER, SUPERIORS, COLLEAGUES OR THOSE WORKING WITH HIM, SHALL BE PROHIBITED.

ARTICLE 30 - MATERNITY LEAVE

1- THE FEMALE WORKER SHALL BE ENTITLED TO A MATERNITY LEAVE OF (60) SIXTY DAYS ACCORDING TO THE FOLLOWING:

A- THE FIRST FORTY-FIVE (45) DAYS WITH FULL PAY.

B- THE FOLLOWING FIFTEEN (15) DAYS WITH HALF PAY.

2- THE FEMALE WORKER MAY, AFTER EXHAUSTING THE MATERNITY LEAVE, CEASE WORKING WITHOUT PAY FOR A PERIOD NOT EXCEEDING (45) FORTY-FIVE CONTINUOUS OR INTERMITTENT DAYS, IF SUCH INTERRUPTION IS DUE TO AN ILLNESS THAT BEFELL HER OR HER CHILD RESULTING FROM PREGNANCY OR CHILDBIRTH AND DOES NOT ENABLE HER TO RETURN TO WORK. SICKNESS SHALL BE PROVED BY A MEDICAL CERTIFICATE ISSUED BY THE MEDICAL ENTITY, AND SUCH PERIOD SHALL NOT FALL WITHIN THE PERIOD OF SERVICE FOR WHICH THE FEMALE WORKER IS ENTITLED TO THE END OF SERVICE GRATUITY OR THE PERIOD OF CONTRIBUTION IN THE RETIREMENT SCHEME IN ACCORDANCE WITH THE LEGISLATION IN FORCE IN THIS REGARD.

3- THE FEMALE WORKER SHALL BE ENTITLED TO THE MATERNITY LEAVE STATED IN CLAUSE (1) OF THIS ARTICLE, IF THE CHILDBIRTH TOOK PLACE AFTER (6) SIX MONTHS OR MORE OF PREGNANCY, WHETHER THE FOETUS WAS BORN DEAD, OR ALIVE AND THEN DIED.

4- A FEMALE WORKER SHALL BE ENTITLED, IN THE EVENT WHERE SHE GIVES BIRTH TO A SICK OR DISABLED CHILD "PEOPLE OF DETERMINATION" AND WHOSE HEALTH CONDITION REQUIRES A CONSTANT COMPANION ACCORDING TO A MEDICAL REPORT ISSUED BY THE MEDICAL ENTITY, TO A LEAVE OF (30) THIRTY DAYS WITH FULL PAY STARTING AFTER THE END OF THE PERIOD OF MATERNITY LEAVE. SHE SHALL HAVE THE RIGHT TO EXTEND THE LEAVE FOR THIRTY (30) DAYS WITHOUT PAY.

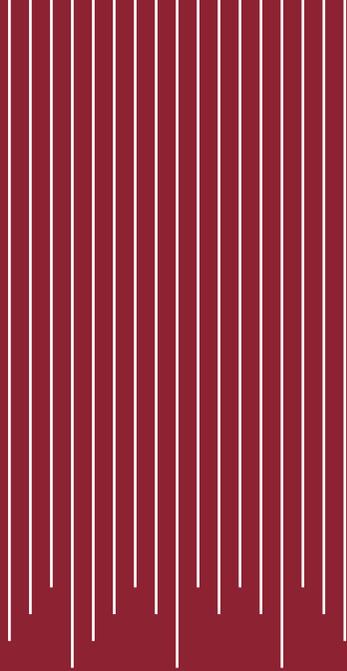
5- THE EMPLOYER SHALL GRANT THE FEMALE WORKER A MATERNITY LEAVE WHENEVER SHE REQUESTS IT AT ANY TIME STARTING FROM THE LAST DAY OF THE MONTH IMMEDIATELY PRECEDING THE EXPECTED MONTH OF DELIVERY, AND THIS SHALL BE PROVEN BY A CERTIFICATE FROM THE MEDICAL ENTITY.

6- OBTAINING THE MATERNITY LEAVE OR INTERRUPTION REFERRED TO IN THIS ARTICLE SHALL NOT PREJUDICE THE RIGHT OF THE FEMALE WORKER TO OBTAIN THE OTHER LEAVES.

7- IF THE FEMALE WORKER WORKS FOR ANOTHER EMPLOYER DURING THE PERIOD OF HER LEAVE AUTHORISED IN THIS ARTICLE, THE ORIGINAL EMPLOYER MAY DEPRIVE HER OF HER REMUNERATION FOR THE PERIOD OF THE LEAVE, AND RECOVER WHAT HE ALREADY PAID TO HER.

8- THE FEMALE WORKER'S SERVICE MAY NOT BE TERMINATED OR SHE MAY NOT BE WARNED OF TERMINATION BECAUSE OF PREGNANCY, BECAUSE SHE OBTAINED HER MATERNITY LEAVE, OR BECAUSE OF HER ABSENCE FROM WORK IN ACCORDANCE WITH THE PROVISIONS OF THIS ARTICLE.

9- AFTER RETURNING FROM MATERNITY LEAVE AND FOR A PERIOD NOT EXCEEDING (6) SIX MONTHS FROM THE DATE OF DELIVERY, A FEMALE WORKER SHALL BE ENTITLED TO ONE OR TWO REST PERIODS PER DAY TO BREASTFEED HER CHILD, PROVIDED THAT THE DURATION OF BOTH PERIODS DOES NOT EXCEED ONE HOUR.



FEDERAL DECREE-LAW
No. (28) OF 2018
ISSUED ON 23/09/2018

ON GENDER PAY EQUALITY

WE, KHALIFA BIN ZAYEH AL NAHYAN, THE PRESIDENT OF THE UNITED ARAB EMIRATES STATE,
PURSUANT TO THE PERUSAL OF THE CONSTITUTION;

FEDERAL LAW NO. 1/1972 ON THE COMPETENCIES OF MINISTRIES AND POWERS OF MINISTERS, AND ITS AMENDMENTS;
FEDERAL LAW NO. 5/1985 PROMULGATING THE CIVIL TRANSACTIONS LAW IN THE UNITED ARAB EMIRATES STATE AND ITS AMENDMENTS;
FEDERAL DECREE-LAW NO. 11/2008 ON HUMAN RESOURCES IN THE FEDERAL GOVERNMENT AND ITS AMENDMENTS;
FEDERAL DECREE-LAW NO. 2/2015 ON COMBATING DISCRIMINATION AND HATRED;
ACTING UPON THE APPROVAL OF THE CABINET;

HAVE ISSUED THE FOLLOWING DECREE LAW:

ARTICLE 1 - DEFINITIONS

IN THE IMPLEMENTATION OF THE PRESENT DECREE LAW, THE FOLLOWING WORDS SHALL HAVE THE MEANINGS CORRESPONDING THERETO, UNLESS THE CONTEXT OTHERWISE REQUIRES:

STATE: THE UNITED ARAB EMIRATES.

GOVERNMENTAL ENTITIES: THE FEDERAL GOVERNMENTAL MINISTRIES, AGENCIES, INSTITUTIONS, CENTRES, COUNCILS AND OFFICES.

SALARIES: THE BASIC SALARIES.

ARTICLE 2

THE PROVISIONS OF THE PRESENT DECREE LAW SHALL APPLY TO THE FEDERAL GOVERNMENTAL ENTITIES.

ARTICLE 3

THE GOVERNMENTAL ENTITY MAY NOT DISCRIMINATE OR DIFFERENTIATE IN THE REGULATIONS AND LAWS IN FORCE BETWEEN ITS EMPLOYEES BASED ON THEIR GENDER, WHETHER MALE OR FEMALE, WITH REGARD TO THE VALUE OF SALARIES PAID TO ANY THEREOF IN THE SAME SERVICE GRADE, UNLESS OTHER REASONS AND JUSTIFICATIONS REQUIRE SO, SUCH AS THE DIFFERENCES IN TERMS OF ACADEMIC QUALIFICATION, SPECIALIZATION, SKILLS, EXPERIENCES OR PROFESSIONAL COMPETENCIES.

ARTICLE 4

ALL PROVISIONS IN VIOLATION OF OR IN CONTRADICTION WITH THE PROVISIONS OF THIS DECREE LAW SHALL BE ABROGATED.

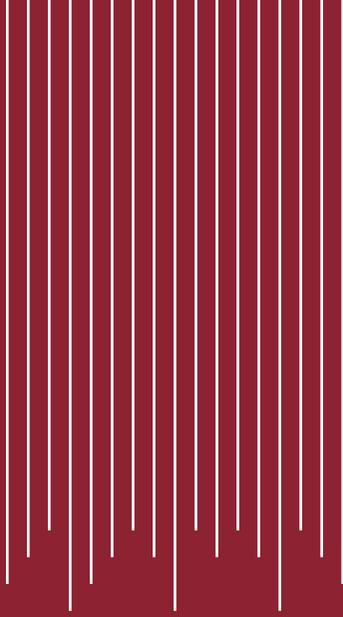
ARTICLE 5

THIS DECREE LAW SHALL BE PUBLISHED IN THE OFFICIAL GAZETTE AND SHALL COME INTO FORCE 14 DAYS AFTER THE PUBLICATION THEREOF.

ISSUED BY US AT ABU DHABI PRESIDENTIAL PALACE
ON 13 MUHARRAM 1440 H.
CORRESPONDING TO 23 SEPTEMBER 2018

KHALIFA BIN ZAYED AL NAHYAN
PRESIDENT OF THE UNITED ARAB EMIRATES STATE

THIS DECREE LAW WAS PUBLISHED IN THE OFFICIAL GAZETTE, ISSUE No. 637 (ANNEX 1), P. 9.



FEDERAL DECREE-LAW No.11 OF 2008

ISSUED ON 25 RAMADAN 1429 AH
CORRESPONDING TO 25/09/2008

ON THE HUMAN RESOURCES IN
THE FEDERAL GOVERNMENT

ABROGATING

FEDERAL LAW NO. 21 OF 2001 DATED 04/11/2001

IMPLICITLY ABROGATING

CABINET DECISION NO. 17 OF 2003 DATED 19/07/2003

AMENDED BY

FEDERAL DECREE-LAW NO. 9 OF 2011 DATED 19/09/2011; AND

FEDERAL DECREE-LAW NO. 17/2016 DATED 26/09/2016,

CHAPTER OFFICIAL AND TRAINING TASKS

8

ARTICLE 47

ONE TRAVEL TICKET SHALL BE GRANTED TO A MEMBER OF THE FAMILY OF THE FEMALE NATIONAL OFFICIAL DURING THE DISPATCH THEREOF IN AN OFFICIAL MISSION, OR THE PARTICIPATION THEREOF IN ANY TRAINING PROGRAM OUTSIDE THE STATE, REGARDLESS OF THE DURATION THEREOF, AND SUCH IN THE SAME CLASS DETERMINED FOR THE DISPATCHED FEMALE OFFICIAL....

ARTICLE 53

THE PROVISIONS OF ARTICLE 53 WERE REPLACED BY VIRTUE OF ARTICLE 1 OF FEDERAL DECREE-LAW NO. 9 OF 2011 DATED 19/09/2011 AND THEN THEY WERE REPLACED BY VIRTUE OF ARTICLE 2 OF DECREE-LAW NO. 17/2016 DATED 26/09/2016, TO READ AS FOLLOWS:

- 1- THE FEMALE OFFICIAL APPOINTED IN A PERMANENT POSITION SHALL BE GRANTED A MATERNITY LEAVE WITH GROSS SALARY FOR A PERIOD OF THREE MONTHS.
- 2- THE FEMALE OFFICIAL MAY, FOR A PERIOD OF FOUR MONTHS FROM THE DATE OF DELIVERY, LEAVE THE WORK PREMISES FOR A PERIOD OF TWO HOURS PER DAY TO BREASTFEED THE CHILD, ACCORDING TO THE MECHANISM PRESCRIBED IN THE IMPLEMENTING REGULATION.
- 3- A FEMALE OFFICIAL MAY NOT CONCURRENTLY BE GRANTED A MATERNITY LEAVE AND A LEAVE WITHOUT PAY.

ARTICLE 56

THE MUSLIM FEMALE OFFICIAL WHOSE SPOUSE DIES SHALL BE GRANTED A MOURNING PERIOD WITH GROSS SALARY FOR A PERIOD OF FOUR MONTHS AND TEN

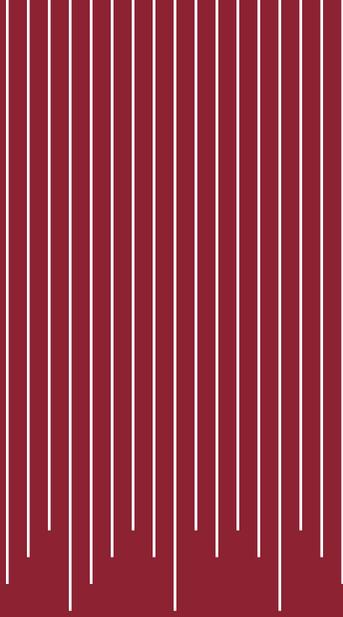
DAYS STARTING FROM THE DATE OF DEATH OF THE SPOUSE THEREOF.

ARTICLE 112 - DEATH

- 1-** SHOULD THE OFFICIAL PASS AWAY NATURALLY DURING THE SERVICE THEREOF IN THE FEDERAL ENTITY, OR DUE TO AN ACCIDENT OUTSIDE THE WORK LOCATION – NOT CAUSED BY SUICIDE – THE FEDERAL ENTITY SHALL PAY IN ONE INSTALLMENT TO THE PERSON SPECIFIED THEREBY IN WRITING PRIOR TO THE DEATH THEREOF THE AMOUNT OF GROSS SALARY FOR THREE MONTHS, IN ADDITION TO THE FULL GROSS SALARY FOR THE MONTH DURING WHICH THE DEATH OCCURS, AND OTHER ENTITLEMENTS SET FORTH IN THE PRESENT DECREE-LAW.

- 2-** SHOULD THE OFFICIAL NOT SPECIFY THE PERSON MENTIONED IN THE PRIOR CLAUSE, SUCH SALARIES SHALL BE PAID IN EQUAL SHARES TO MALES AND FEMALES SUPPORTED THEREBY UPON THE DEATH THEREOF.

- 3-** THE SUMS REFERRED TO IN THE PRESENT ARTICLE SHALL BE DEEMED A GRANT AND NOT A PART OF THE ENTITLEMENTS, AND NO DEDUCTIONS MAY BE MADE THERETO IN ANY WAY WHATSOEVER. SUCH SUMS MAY NOT ALSO BE ATTACHED, OR A COMPENSATION MAY NOT BE MADE BETWEEN SUCH SUMS AND OTHER SUMS DUE TO THE FEDERAL ENTITY BY THE DECEASED OFFICIAL..



FEDERAL DECREE-LAW No.2 OF 2015

ISSUED ON 28 RAMADAN 1436 AH
CORRESPONDING TO 15/07/2015

ON COMBATING DISCRIMINATION AND HATRED

AMENDED BY:

FEDERAL DECREE-LAW NO. 11 OF 2019, DATED 29/08/2019

WE, KHALIFA BIN ZAYED BIN SULTAN AL NAHYAN, PRESIDENT OF THE UNITED ARAB EMIRATES STATE,

- AFTER PERUSAL OF THE CONSTITUTION,
- FEDERAL LAW NO. 1/1972 ON COMPETENCIES OF THE MINISTRIES AND POWERS OF THE MINISTERS AND ITS AMENDMENTS,
- FEDERAL LAW NO. 18/1978 ON THE CRIMES AGAINST THE RELIGION OF ISLAM,
- FEDERAL LAW NO. 15/1980 ON PUBLICATIONS AND PUBLISHING,
- FEDERAL LAW NO. 3/1983 ON THE FEDERAL JUDICIARY AND ITS AMENDMENTS,
- FEDERAL LAW NO. 3/1987 PROMULGATING THE PENAL CODE AND ITS AMENDMENTS,
- FEDERAL LAW NO. 35/1992 PROMULGATING THE CRIMINAL PROCEDURE LAW AND ITS AMENDMENTS,
- FEDERAL LAW NO. 5/2012 ON COMBATING IT CRIMES,
- FEDERAL LAW NO. 7/2014 ON FEDERAL LAW NO. 7/2014 ON COMBATING TERRORIST CRIMES,

HAVE ISSUED THE FOLLOWING DECREE-LAW:

CHAPTER 1 - GENERAL PROVISIONS

ARTICLE 1

AMENDED BY VIRTUE OF ARTICLE 1 OF FEDERAL DECREE-LAW NO 11 OF 2019 DATED 29/08/2019, TO READ AS FOLLOWS:

IN APPLYING THE PROVISIONS OF THIS DECREE, THE FOLLOWING TERMS AND PHRASES SHALL HAVE THE MEANINGS ASSIGNED AGAINST EACH OF THEM, UNLESS THE CONTEXT REQUIRES OTHERWISE:

STATE: THE UNITED ARAB EMIRATES STATE.

RELIGIONS: THE DIVINE RELIGIONS; ISLAM, CHRISTIANITY AND JUDAISM.

PLACES OF WORSHIP: MOSQUES, CHURCHES AND TEMPLES.

BLASPHEMY: MEANS ANY ACT OF INSULTING OR SHOWING CONTEMPT FOR GOD, TO RELIGIONS, PROPHETS OR MESSENGERS, HOLY BOOKS OR PLACES OF WORSHIP ACCORDING TO THE PROVISIONS OF THIS DECREE LAW.

DISCRIMINATION: ANY DISTINCTION, RESTRICTION, EXCLUSION OR PREFERENCE AMONG INDIVIDUALS OR GROUPS BASED ON THE GROUND OF RELIGION, CREED,

WOMEN'S RIGHTS IN UAE LAW

DOCTRINE, SECT, CASTE, RACE, COLOUR OR ETHNIC ORIGIN, GENDER OR SEX, TAKING INTO ACCOUNT THE LAWS IN FORCE IN THE STATE.

HATE SPEECH: ANY SPEECH OR CONDUCT WHICH MAY INCITE SEDITION, PREJUDICIAL ACTION OR DISCRIMINATION AMONG INDIVIDUALS OR GROUPS.

MEANS: THE INTERNET, TELECOMMUNICATION NETWORKS, ELECTRONIC WEBSITES, INDUSTRIAL MATERIALS, MEANS OR INFORMATION TECHNOLOGY OR ANY OTHER MEANS OF AUDIO-VISUAL AND PRINT.

MEANS OF EXPRESSION: ANY WORDS, WRITINGS, DRAWINGS, SIGNALS, FILMING, SINGING, ACTING OR GESTURING.

ARTICLE 2

WITHOUT PREJUDICE TO ANY OTHER GREATER PENALTY SPECIFIED BY ANY OTHER LAW, THE PENALTIES REFERRED TO IN THIS DECREE LAW SHALL BE APPLIED TO THE CRIMES MENTIONED THEREIN.

ARTICLE 3

NO WORDS OR ACTION WHICH MAY INCITE TO COMMIT THE CRIME OF BLASPHEMY OR DEFAMATION OF RELIGIONS CONTRARY TO THE PROVISIONS OF THE PRESENT DECREE LAW MAY BE DEBATED ON THE RIGHT OF FREEDOM AND EXPRESSION.

CHAPTER 2 - CRIMES AND PENALTIES

ARTICLE 4

ANY PERSON WHO COMMITS ANY OF THE FOLLOWING ACTS SHALL BE SENTENCED FOR THE CRIME OF BLASPHEMY:

1- OFFENDING, SHOWING CONTEMPT OR IRREVERENCE TOWARD THE DIVINE ENTITY.

2- OFFENDING, INSULTING, CHALLENGING, DEFAMING OR DISRESPECTING ANY RELIGION OR ANY OF ITS RITUALS OR SACRED THINGS, OR DISRUPTING OR PREVENTING LICENSED RELIGIOUS OBSERVANCES OR CEREMONIES BY VIOLENCE OR THREAT.

3- DISTORTING, DESTROYING, DESECRATING OR INSULTING, IN ANY WAY, ANY OF THE HOLY BOOKS.

4- INSULTING, DISRESPECTING, OFFENDING OR DEFAMING ONE OF THE MESSENGERS OR THEIR SPOUSES, FAMILY OR COMPANIONS.

5- DESTROYING, DAMAGING OR DESECRATING THE SANCTITY OF PLACES OF WORSHIP, CEMETERIES OR GRAVES, APPURTENANCES OR ANY OF THEIR CONTENTS.

ARTICLE 5

A- ANY PERSON, WHO COMMITS ANY OF THE ACTS SET FORTH IN CLAUSES (2, 3, 5) OF ARTICLE (4) OF THE PRESENT DECREE LAW BY ANY MEANS OF EXPRESSION OR BY ANY OTHER FORM OR MEANS, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN FIVE YEAR AND TO A FINE NOT LESS THAN TWO HUNDRED FIFTY THOUSAND DIRHAMS AND NOT EXCEEDING ONE MILLION DIRHAMS OR EITHER ONE OF THESE TWO PENALTIES.

B- ANY PERSON, WHO COMMITS ANY OF THE ACTS SET FORTH IN CLAUSES (1, 4) OF ARTICLE (4) OF THIS DECREE LAW BY ANY MEANS OF EXPRESSION OR BY ANY OTHER FORM OR MEANS SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN FIVE YEARS AND TO A FINE NOT LESS THAN TWO HUNDRED FIFTY THOUSAND DIRHAMS AND NOT EXCEEDING TWO MILLION DIRHAMS.

ARTICLE 6

ANY PERSON, WHO COMMITS ANY ACT OF DISCRIMINATION OF ANY FORM BY ANY MEANS OF EXPRESSION OR BY ANY OTHER MEANS, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN FIVE YEARS, AND BY A FINE NOT LESS THAN FIVE HUNDRED THOUSAND DIRHAMS AND NOT EXCEEDING ONE MILLION DIRHAMS OR EITHER ONE OF THESE TWO PENALTIES.

ARTICLE 7

ANY PERSON, WHO COMMITS ANY ACT INVOLVING HATE SPEECH BY ANY MEANS OF EXPRESSION OR BY ANY OTHER MEANS, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN FIVE YEARS AND TO A FINE NOT LESS THAN FIVE HUNDRED THOUSAND DIRHAMS AND NOT EXCEEDING ONE MILLION DIRHAMS OR EITHER ONE OF THESE TWO PENALTIES.

ARTICLE 8

ANY PERSON, WHO USES ANY MEANS OF EXPRESSION OR OTHER MEANS, TO INSTIGATE TRIBAL DIVISION AIMING TO PROVOKE HATRED AMONG INDIVIDUALS AND GROUPS, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN SIX MONTHS, AND TO A FINE NOT LESS THAN FIFTY THOUSAND DIRHAMS OR EITHER ONE OF THESE TWO PENALTIES.

ARTICLE 9

A PENALTY OF IMPRISONMENT FOR A PERIOD NOT LESS THAN TEN YEARS AND A FINE NOT LESS THAN FIVE HUNDRED THOUSAND DIRHAMS AND NOT EXCEEDING

TWO MILLION DIRHAMS OR EITHER ONE OF THESE TWO PENALTIES SHALL APPLY IF THE CRIMES REFERRED TO IN ARTICLES (5), (6), (7) OF THIS DECREE LAW ARE COMMITTED BY A PUBLIC OFFICER DURING OR IN THE COURSE OF OR BY REASON OF THE FULFILMENT OF HIS DUTY OR BY A RELIGIOUS PERSON OR A PERSON WHO IS ASSIGNED TO SUCH CAPACITY, OR IF THE ACT WAS COMMITTED IN A PLACE OF WORSHIP.

IF THE ACTS REFERRED TO IN PARAGRAPH (1) OF THIS ARTICLE HAVE AFFECTED THE PUBLIC PEACE, THE PENALTY SHALL BE IMPRISONMENT FOR A PERIOD NOT LESS THAN TEN YEARS AND A FINE NOT LESS THAN FIVE HUNDRED THOUSAND DIRHAMS AND NOT EXCEEDING TWO MILLION DIRHAMS.

ARTICLE 10

ANY PERSON, WHO MISUSES RELIGION TO CALL INDIVIDUALS OR GROUPS AS INFIDELS BY ANY MEANS AIMING TO ACHIEVE THEIR OWN INTERESTS OR ILLEGAL PURPOSES, SHALL BE SENTENCED TO TEMPORARY IMPRISONMENT.

THE SENTENCE SHALL BE DEATH PENALTY IF THE CALL OF INFIDELITY WAS ASSOCIATED WITH DEATH, AND WHERE THE CRIME WAS COMMITTED AS A RESULT THEREOF.

ARTICLE 11

ANY PERSON WHO PRODUCES, MANUFACTURES, PROMOTES, OFFERS FOR SALE OR CIRCULATES PRODUCTS, GOODS, PUBLICATIONS, RECORDINGS, MOVIES, TAPES, DISCS, SOFTWARE, SMART APPLICATIONS OR INFORMATION IN THE FIELD OF ELECTRONIC SERVICE OR ANY OTHER INDUSTRIAL MATERIALS OR OTHER THINGS INVOLVING THE MEANS OF EXPRESSION, WHICH MAY INCITE TO COMMIT BLASPHEMY, OR PROVOKE DISCRIMINATION OR HATE SPEECH, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT EXCEEDING SEVEN YEARS AND TO A FINE OF NOT LESS THAN FIVE HUNDRED THOUSAND DIRHAMS AND NOT EXCEEDING TWO MILLION DIRHAMS.

ARTICLE 12

ANY PERSON, WHO ACQUIRES OR POSSESSES DOCUMENTS, PUBLICATIONS, RECORDINGS, MOVIES, TAPES, DISCS, SOFTWARE, SMART APPLICATIONS OR INFORMATION IN THE FIELD OF ELECTRONIC SERVICES OR ANY INDUSTRIAL MATERIALS OR OTHER THINGS INVOLVING THE MEANS OF EXPRESSION THAT ARE INTENDED FOR DISTRIBUTION OR OPEN FOR PUBLIC AIMING TO OFFEND RELIGIONS, PROVOKE DISCRIMINATION OR HATE SPEECH, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN ONE YEAR, AND TO A FINE NOT LESS THAN FIFTY THOUSAND DIRHAMS AND NOT EXCEEDING TWO HUNDRED THOUSAND DIRHAMS.

MOREOVER, THE SAME PUNISHMENT SHALL APPLY TO ANY PERSON WHO ACQUIRES OR POSSESSES ANY MEANS OF PRINTING, RECORDING, STORAGE, SOUND OR VISUAL RECORDING DEVICES OR OTHER MEANS OF PUBLICATION, BROADCASTING OR PROMOTION THAT ARE USED, WITH HIS KNOWLEDGE, IN THE COMMISSION OF ANY OF THE CRIMES SET FORTH IN THE PRESENT FEDERAL DECREE.

ARTICLE 13

ANY PERSON, WHO ESTABLISHES, SETS UP, ORGANIZES OR MANAGES AN ASSOCIATION, CENTRE, ENTITY, ORGANIZATION, LEAGUE OR GROUP OR ANY BRANCH THEREOF OR USES ANY OTHER MEANS AIMING TO OFFEND RELIGIONS, OR PROVOKE DISCRIMINATION OR HATE SPEECH OR ANY ACT INVOLVING ENCOURAGEMENT OR PROMOTION OF THE SAME SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN TEN YEARS.

ARTICLE 14

ANY PERSON, WHO JOINS, PARTICIPATES IN OR ASSISTS ANY OF THE PARTIES REFERRED TO IN ARTICLE (13) OF THIS DECREE LAW, KNOWING OF ITS OBJECTIVES, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT EXCEEDING SEVEN YEARS.

ARTICLE 15

ANY PERSON, WHO HOLDS OR ORGANISES A CONFERENCE OR A MEETING IN THE STATE INTENDED TO OFFEND RELIGIONS, OR TO PROVOKE DISCRIMINATION OR HATE SPEECH, SHALL BE SENTENCED TO IMPRISONMENT FOR A PERIOD NOT LESS THAN FIVE YEARS.

ANY PERSON, WHO PARTICIPATES IN THE CONFERENCE OR THE MEETING, KNOWING OF ITS OBJECTIVES, SHALL BE SENTENCED TO THE SAME PUNISHMENT.

THE PUBLIC AUTHORITY MAY STOP THE CONFERENCE OR THE MEETING WITH THE USE OF FORCE IF NECESSARY.

ARTICLE 16

ANY PERSON, WHO PROVIDES, OFFERS, DEMANDS, ACCEPTS, OBTAINS, HANDS OVER OR RECEIVES FUNDS OR MATERIAL SUPPORT, EITHER DIRECTLY OR INDIRECTLY, WITH THE AIM TO COMMIT ANY OF THE ACTS PUNISHED UNDER THE PROVISIONS OF THE PRESENT DECREE LAW, SHALL BE SENTENCED TO IMPRISONMENT AND TO A FINE NOT LESS THAN TWO HUNDRED FIFTY THOUSAND DIRHAMS AND NOT EXCEEDING ONE MILLION DIRHAMS.

ARTICLE 17

THE REPRESENTATIVE, DIRECTOR OR AGENT OF A LEGAL ENTITY, IN CASE ANY OF THE CRIMES SET FORTH IN THE PRESENT DECREE LAW IS COMMITTED, WITH HIS KNOWLEDGE, BY ANY EMPLOYEE OF SAID ENTITY ACTING IN ITS NAME OR TO ITS INTEREST, SHALL BE SENTENCED TO THE SAME PENALTIES PRESCRIBED FOR THE COMMITTED CRIME.

THE LEGAL ENTITY SHALL BE HELD JOINTLY LIABLE TO SETTLE ANY PECUNIARY PENALTIES OR COMPENSATION AS RULED THEREOF.

ARTICLE 18

WITHOUT PREJUDICE TO THE IMPOSITION OF PENALTIES SET FORTH IN THE PRESENT DECREE LAW, THE COURT SHALL ORDER THE DISSOLUTION OF ASSOCIATIONS, CENTRES, ENTITIES, ORGANIZATIONS, LEAGUES AND GROUPS AND THEIR BRANCHES OR THE CLOSURE OF THE SAME, EITHER TEMPORARILY OR PERMANENTLY. MOREOVER, THE COURT SHALL ORDER THE CONFISCATION OF MONEY, PROPERTY, TOOLS OR PAPERS WHICH MAY BE USED IN THE COMMISSION OF ANY OF THE CRIMES SET FORTH IN THE PRESENT DECREE LAW.

THE COURT SHALL ORDER THE EXPULSION OF A FOREIGNER FROM THE COUNTRY AFTER THE EXECUTION OF THE PENALTY CHARGED THEREOF.

ARTICLE 19

ANY PERPETRATOR OF ANY OF THE CRIMES SET FORTH IN THE PRESENT DECREE LAW, WHO REPORTS THE JUDICIAL OR ADMINISTRATIVE AUTHORITIES BEFORE THE DISCOVERY OF SUCH CRIME SHALL BE EXEMPTED FROM THE PENALTY. IF SUCH REPORTING IS CARRIED OUT AFTER THE DISCOVERY OF SUCH CRIME, THE COURT MAY DECIDE TO EXEMPT SUCH PERPETRATOR FROM THE PUNISHMENT WHEN SUCH REPORT HAS RESULTED IN THE DETENTION OF OTHER PERPETRATORS.

CHAPTER 3 - FINAL PROVISIONS

ARTICLE 20

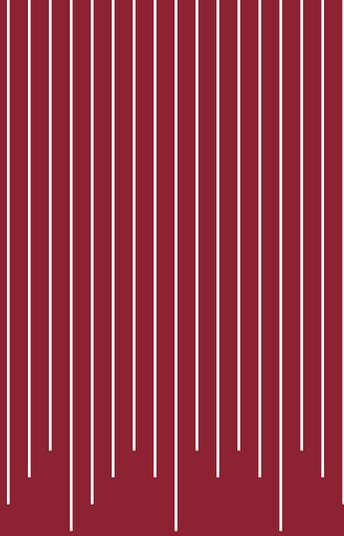
IN APPLYING THE PROVISIONS OF THIS DECREE LAW, DISCRIMINATION MAY NOT APPLY REGARDING ANY ADVANTAGE, PREFERENCE OR BENEFIT CONFERRED UPON WOMEN, CHILDREN, DISABLED PERSONS, THE ELDERLY OR OTHERS, PRESCRIBED BY THE PROVISIONS OF ANY OTHER LEGISLATION IN THE STATE.

ARTICLE 21

THE PRESENT DECREE LAW SHALL BE PUBLISHED IN THE OFFICIAL GAZETTE, AND BE PUT INTO EFFECT ONE MONTH AFTER ITS PUBLICATION DATE.

ISSUED BY US AT THE PRESIDENTIAL PALACE IN ABU DHABI
ON: 28 RAMADAN 1436
CORRESPONDING TO: 15 JULY 2015

KHALIFA BIN ZAYED BIN SULTAN AL NAHYAN
PRESIDENT OF THE UNITED ARAB EMIRATES STATE



DECISION OF THE FEDERAL SUPREME
COUNCIL NO. (4) OF 2006

ISSUED ON 10/08/2006
CORRESPONDING TO 28 RAMADAN 1426 H.

ON THE DETERMINATION OF THE
PROCESS OF SELECTION
OF THE REPRESENTATIVES OF THE
EMIRATES AT THE FEDERAL
NATIONAL COUNCIL

AMENDED BY VIRTUE OF
DECISION NO. 1/2011 DATED 14/12/2011
DECISION NO. 1/2019 DATED 30/04/2019

PURSUANT TO THE PERUSAL OF THE CONSTITUTION AND THE DECISIONS ISSUED BY THE FEDERAL SUPREME COUNCIL FOR AMENDING THE SAME;
DECISION OF THE FEDERAL SUPREME COUNCIL NO. (3) OF 2005 DATED 02/12/2005 ON CONSIDERING THE SPEECH OF THE PRESIDENT OF THE STATE AS A NATIONAL ACTION PLAN;
BASED ON THE PROPOSAL SUBMITTED BY THE MINISTER OF STATE FOR THE FEDERAL NATIONAL COUNCIL AFFAIRS TO THE COUNCIL OF MINISTERS, AND ITS APPROVAL BY THE COUNCIL OF MINISTERS; AND
BASED ON THE AUTHENTICATION OF THE FEDERAL SUPREME COUNCIL;
THE FOLLOWING HAS BEEN DECIDED:

ARTICLE 1

THE TEXT OF PARAGRAPH 1 OF ARTICLE 1 WAS REPLACED BY VIRTUE OF ARTICLE 1 OF DECISION NO. 1/2011 DATED 14/12/2011 TO READ AS FOLLOWS:
THE REPRESENTATIVES OF EVERY EMIRATE SHALL BE SELECTED ACCORDING TO THE CONSTITUTION TO OCCUPY THE SEATS DEDICATED THERETO AT THE FEDERAL NATIONAL COUNCIL AS FOLLOWS:

1- HALF OF THE MEMBERS SHALL BE ELECTED BY AN ELECTORAL BODY THAT IS FORMED OF AT LEAST OF 300 TIMES THE NUMBER OF REPRESENTATIVES OF EVERY EMIRATE.

2- THE OTHER HALF OF THE REPRESENTATIVES OF EVERY EMIRATE SHALL BE SELECTED BY THE RULER.

A NEW PARAGRAPH WAS ADDED BY VIRTUE OF ARTICLE 1 OF DECISION NO. 1/2019 DATED 30/04/2019 TO READ AS FOLLOWS:

3- THE RATIO OF WOMEN'S REPRESENTATION OF THE EMIRATE SHALL NOT BE LESS THAN (50%) OF THE REPRESENTATIVES OF THE EMIRATE AT THE COUNCIL. THE RULER OF EVERY EMIRATE MAY DETERMINE THE NUMBER OF SEATS WON BY WOMEN UPON ELECTION OF THE REPRESENTATIVES OF THE EMIRATE AT THE COUNCIL, PROVIDED THAT THIS NUMBER DOES NOT EXCEED HALF OF THE REPRESENTATIVES TO BE ELECTED.

ARTICLE 2

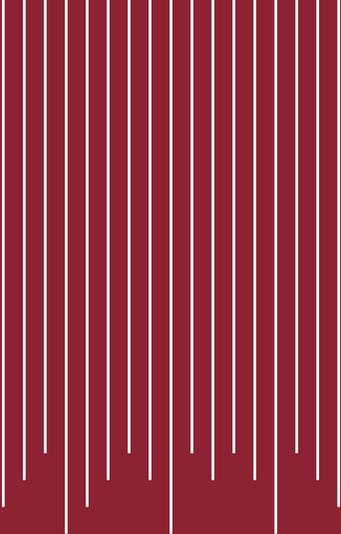
HIS HIGHNESS THE PRESIDENT OF THE STATE SHALL ISSUE ALL THE CONTROLS GOVERNING THE IMPLEMENTATION OF THIS DECISION.

ARTICLE 3

THIS DECISION SHALL COME INTO FORCE FROM THE DATE OF ITS ISSUANCE AND SHALL BE PUBLISHED IN THE OFFICIAL GAZETTE.

ISSUED BY US AT THE PRESIDENCY PALACE IN ABU DHABI:
ON 16/07/1427 H.
CORRESPONDING TO: 10/08/2006

KHALIFA BIN ZAYED AL NAHYAN
PRESIDENT OF THE STATE OF THE UNITED ARAB EMIRATES
THIS DECISION WAS PUBLISHED IN THE OFFICIAL GAZETTE,
ISSUE NO. 453, PAGE 15



CONVENTION ON THE ELIMINATION
OF ALL FORMS OF DISCRIMINATION
AGAINST WOMEN

ADOPTED AND OPENED FOR SIGNATURE, RATIFICA-
TION AND ACCESSION BY GENERAL ASSEMBLY
RESOLUTION 34/180 OF 18 DECEMBER 1979

ENTRY INTO FORCE 3 SEPTEMBER
1981, IN ACCORDANCE WITH ARTICLE
27(1)

THE STATES PARTIES TO THE PRESENT CONVENTION, NOTING THAT THE CHARTER OF THE UNITED NATIONS REAFFIRMS FAITH IN FUNDAMENTAL HUMAN RIGHTS, IN THE DIGNITY AND WORTH OF THE HUMAN PERSON AND IN THE EQUAL RIGHTS OF MEN AND WOMEN, NOTING THAT THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AFFIRMS THE PRINCIPLE OF THE INADMISSIBILITY OF DISCRIMINATION AND PROCLAIMS THAT ALL HUMAN BEINGS ARE BORN FREE AND EQUAL IN DIGNITY AND RIGHTS AND THAT EVERYONE IS ENTITLED TO ALL THE RIGHTS AND FREEDOMS SET FORTH THEREIN, WITHOUT DISTINCTION OF ANY KIND, INCLUDING DISTINCTION BASED ON SEX, NOTING THAT THE STATES PARTIES TO THE INTERNATIONAL COVENANTS ON HUMAN RIGHTS HAVE THE OBLIGATION TO ENSURE THE EQUAL RIGHTS OF MEN AND WOMEN TO ENJOY ALL ECONOMIC, SOCIAL, CULTURAL, CIVIL AND POLITICAL RIGHTS, CONSIDERING THE INTERNATIONAL CONVENTIONS CONCLUDED UNDER THE AUSPICES OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES PROMOTING EQUALITY OF RIGHTS OF MEN AND WOMEN, NOTING ALSO THE RESOLUTIONS, DECLARATIONS AND RECOMMENDATIONS ADOPTED BY THE UNITED NATIONS AND THE SPECIALIZED AGENCIES PROMOTING EQUALITY OF RIGHTS OF MEN AND WOMEN, CONCERNED, HOWEVER, THAT DESPITE THESE VARIOUS INSTRUMENTS EXTENSIVEDISCRIMINATION AGAINST WOMEN CONTINUES TO EXIST, RECALLING THAT DISCRIMINATION AGAINST WOMEN VIOLATES THE PRINCIPLES OF EQUALITY OF RIGHTS AND RESPECT FOR HUMAN DIGNITY, IS AN OBSTACLE TO THE PARTICIPATION OF WOMEN, ON EQUAL TERMS WITH MEN, IN THE POLITICAL, SOCIAL, ECONOMIC AND CULTURAL LIFE OF THEIR COUNTRIES, HAMPERS THE GROWTH OF THE PROSPERITY OF SOCIETY AND THE FAMILY AND MAKES MORE DIFFICULT THE FULL DEVELOPMENT OF THE POTENTIALITIES OF WOMEN IN THE SERVICE OF THEIR COUNTRIES AND OF HUMANITY, CONCERNED THAT IN SITUATIONS OF POVERTY WOMEN HAVE THE LEAST ACCESS TO FOOD, HEALTH, EDUCATION, TRAINING AND OPPORTUNITIES FOR EMPLOYMENT AND OTHER NEEDS, CONVINCED THAT THE ESTABLISHMENT OF THE NEW INTERNATIONAL ECONOMIC ORDER BASED ON EQUITY AND JUSTICE WILL CONTRIBUTE SIGNIFICANTLY TOWARDS THE PROMOTION OF EQUALITY BETWEEN MEN AND WOMEN, EMPHASIZING THAT THE ERADICATION OF APARTHEID, ALL FORMS OF RACISM, RACIAL DISCRIMINATION, COLONIALISM, NEO-COLONIALISM, AGGRESSION, FOREIGN OCCUPATION AND DOMINATION AND INTERFERENCE IN THE INTERNAL AFFAIRS OF STATES IS ESSENTIAL TO THE FULL ENJOYMENT OF THE RIGHTS OF MEN AND WOMEN, AFFIRMING THAT THE STRENGTHENING OF INTERNATIONAL PEACE AND SECURITY, THE RELAXATION OF INTERNATIONAL TENSION, MUTUAL CO-OPERATION AMONG ALL STATES IRRESPECTIVE OF THEIR SOCIAL AND ECONOMIC SYSTEMS, GENERAL AND COMPLETE DISARMAMENT, IN PARTICULAR NUCLEAR DISARMAMENT UNDER STRICT AND EFFECTIVE INTERNATIONAL CONTROL, THE AFFIRMATION OF THE PRINCIPLES OF JUSTICE, EQUALITY AND MUTUAL BENEFIT IN RELATIONS

AMONG COUNTRIES AND THE REALIZATION OF THE RIGHT OF PEOPLES UNDER ALIEN AND COLONIAL DOMINATION AND FOREIGN OCCUPATION TO SELF-DETERMINATION AND INDEPENDENCE, AS WELL AS RESPECT FOR NATIONAL SOVEREIGNTY AND TERRITORIAL INTEGRITY, WILL PROMOTE SOCIAL PROGRESS AND DEVELOPMENT AND AS A CONSEQUENCE WILL CONTRIBUTE TO THE ATTAINMENT OF FULL EQUALITY BETWEEN MEN AND WOMEN, CONVINCED THAT THE FULL AND COMPLETE DEVELOPMENT OF A COUNTRY, THE WELFARE OF THE WORLD AND THE CAUSE OF PEACE REQUIRE THE MAXIMUM PARTICIPATION OF WOMEN ON EQUAL TERMS WITH MEN IN ALL FIELDS, BEARING IN MIND THE GREAT CONTRIBUTION OF WOMEN TO THE WELFARE OF THE FAMILY AND TO THE DEVELOPMENT OF SOCIETY, SO FAR NOT FULLY RECOGNIZED, THE SOCIAL SIGNIFICANCE OF MATERNITY AND THE ROLE OF BOTH PARENTS IN THE FAMILY AND IN THE UPBRINGING OF CHILDREN, AND AWARE THAT THE ROLE OF WOMEN IN PROCREATION SHOULD NOT BE A BASIS FOR DISCRIMINATION BUT THAT THE UPBRINGING OF CHILDREN REQUIRES A SHARING OF RESPONSIBILITY BETWEEN MEN AND WOMEN AND SOCIETY AS A WHOLE, AWARE THAT A CHANGE IN THE TRADITIONAL ROLE OF MEN AS WELL AS THE ROLE OF WOMEN IN SOCIETY AND IN THE FAMILY IS NEEDED TO ACHIEVE FULL EQUALITY BETWEEN MEN AND WOMEN, DETERMINED TO IMPLEMENT THE PRINCIPLES SET FORTH IN THE DECLARATION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN AND, FOR THAT PURPOSE, TO ADOPT THE MEASURES REQUIRED FOR THE ELIMINATION OF SUCH DISCRIMINATION IN ALL ITS FORMS AND MANIFESTATIONS, HAVE AGREED ON THE FOLLOWING:

PART I

ARTICLE 1

FOR THE PURPOSES OF THE PRESENT CONVENTION, THE TERM "DISCRIMINATION AGAINST WOMEN" SHALL MEAN ANY DISTINCTION, EXCLUSION OR RESTRICTION MADE ON THE BASIS OF SEX WHICH HAS THE EFFECT OR PURPOSE OF IMPAIRING OR NULLIFYING THE RECOGNITION, ENJOYMENT OR EXERCISE BY WOMEN, IRRESPECTIVE OF THEIR MARITAL STATUS, ON A BASIS OF EQUALITY OF MEN AND WOMEN, OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS IN THE POLITICAL, ECONOMIC, SOCIAL, CULTURAL, CIVIL OR ANY OTHER FIELD.

ARTICLE 2

STATES PARTIES CONDEMN DISCRIMINATION AGAINST WOMEN IN ALL ITS FORMS, AGREE TO PURSUE BY ALL APPROPRIATE MEANS AND WITHOUT DELAY A POLICY OF ELIMINATING DISCRIMINATION AGAINST WOMEN AND, TO THIS END, UNDERTAKE:

(A) TO EMBODY THE PRINCIPLE OF THE EQUALITY OF MEN AND WOMEN IN THEIR

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NATIONAL CONSTITUTIONS OR OTHER APPROPRIATE LEGISLATION IF NOT YET INCORPORATED THEREIN AND TO ENSURE, THROUGH LAW AND OTHER APPROPRIATE MEANS, THE PRACTICAL REALIZATION OF THIS PRINCIPLE;

(B) TO ADOPT APPROPRIATE LEGISLATIVE AND OTHER MEASURES, INCLUDING SANCTIONS WHERE APPROPRIATE, PROHIBITING ALL DISCRIMINATION AGAINST WOMEN; (C) TO ESTABLISH LEGAL PROTECTION OF THE RIGHTS OF WOMEN ON AN EQUAL BASIS WITH MEN AND TO ENSURE THROUGH COMPETENT NATIONAL TRIBUNALS AND OTHER PUBLIC INSTITUTIONS THE EFFECTIVE PROTECTION OF WOMEN AGAINST ANY ACT OF DISCRIMINATION; (D) TO REFRAIN FROM ENGAGING IN ANY ACT OR PRACTICE OF DISCRIMINATION AGAINST WOMEN AND TO ENSURE THAT PUBLIC AUTHORITIES AND INSTITUTIONS SHALL ACT IN CONFORMITY WITH THIS OBLIGATION; (E) TO TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN BY ANY PERSON, ORGANIZATION OR ENTERPRISE; (F) TO TAKE ALL APPROPRIATE MEASURES, INCLUDING LEGISLATION, TO MODIFY OR ABOLISH EXISTING LAWS, REGULATIONS, CUSTOMS AND PRACTICES WHICH CONSTITUTE DISCRIMINATION AGAINST WOMEN; (G) TO REPEAL ALL NATIONAL PENAL PROVISIONS WHICH CONSTITUTE DISCRIMINATION AGAINST WOMEN.

ARTICLE 3

STATES PARTIES SHALL TAKE IN ALL FIELDS, IN PARTICULAR IN THE POLITICAL, SOCIAL, ECONOMIC AND CULTURAL FIELDS, ALL APPROPRIATE MEASURES, INCLUDING LEGISLATION, TO ENSURE THE FULL DEVELOPMENT AND ADVANCEMENT OF WOMEN, FOR THE PURPOSE OF GUARANTEEING THEM THE EXERCISE AND ENJOYMENT OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS ON A BASIS OF EQUALITY WITH MEN.

ARTICLE 4

1. ADOPTION BY STATES PARTIES OF TEMPORARY SPECIAL MEASURES AIMED AT ACCELERATING DE FACTO EQUALITY BETWEEN MEN AND WOMEN SHALL NOT BE CONSIDERED DISCRIMINATION AS DEFINED IN THE PRESENT CONVENTION, BUT SHALL IN NO WAY ENTAIL AS A CONSEQUENCE THE MAINTENANCE OF UNEQUAL OR SEPARATE STANDARDS; THESE MEASURES SHALL BE DISCONTINUED WHEN THE OBJECTIVES OF EQUALITY OF OPPORTUNITY AND TREATMENT HAVE BEEN ACHIEVED.

2. ADOPTION BY STATES PARTIES OF SPECIAL MEASURES, INCLUDING THOSE MEASURES CONTAINED IN THE PRESENT CONVENTION, AIMED AT PROTECTING MATERNITY SHALL NOT BE CONSIDERED DISCRIMINATORY.

ARTICLE 5

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES:

(A) TO MODIFY THE SOCIAL AND CULTURAL PATTERNS OF CONDUCT OF MEN AND WOMEN, WITH A VIEW TO ACHIEVING THE ELIMINATION OF PREJUDICES AND CUSTOMARY AND ALL OTHER PRACTICES WHICH ARE BASED ON THE IDEA OF THE INFERIORITY OR THE SUPERIORITY OF EITHER OF THE SEXES OR ON STEREOTYPED ROLES FOR MEN AND WOMEN; (B) TO ENSURE THAT FAMILY EDUCATION INCLUDES A PROPER UNDERSTANDING OF MATERNITY AS A SOCIAL FUNCTION AND THE RECOGNITION OF THE COMMON RESPONSIBILITY OF MEN AND WOMEN IN THE UPBRINGING AND DEVELOPMENT OF THEIR CHILDREN, IT BEING UNDERSTOOD THAT THE INTEREST OF THE CHILDREN IS THE PRIMORDIAL CONSIDERATION IN ALL CASES.

ARTICLE 6

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES, INCLUDING LEGISLATION, TO SUPPRESS ALL FORMS OF TRAFFIC IN WOMEN AND EXPLOITATION OF PROSTITUTION OF WOMEN.

PART II**ARTICLE 7**

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN THE POLITICAL AND PUBLIC LIFE OF THE COUNTRY AND, IN PARTICULAR, SHALL ENSURE TO WOMEN, ON EQUAL TERMS WITH MEN, THE RIGHT: (A) TO VOTE IN ALL ELECTIONS AND PUBLIC REFERENDA AND TO BE ELIGIBLE FOR ELECTION TO ALL PUBLICLY ELECTED BODIES; (B) TO PARTICIPATE IN THE FORMULATION OF GOVERNMENT POLICY AND THE IMPLEMENTATION THEREOF AND TO HOLD PUBLIC OFFICE AND PERFORM ALL PUBLIC FUNCTIONS AT ALL LEVELS OF GOVERNMENT; (C) TO PARTICIPATE IN NON-GOVERNMENTAL ORGANIZATIONS AND ASSOCIATIONS CONCERNED WITH THE PUBLIC AND POLITICAL LIFE OF THE COUNTRY.

ARTICLE 8

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ENSURE TO WOMEN, ON EQUAL TERMS WITH MEN AND WITHOUT ANY DISCRIMINATION, THE OPPORTUNITY TO REPRESENT THEIR GOVERNMENTS AT THE INTERNATIONAL LEVEL AND TO PARTICIPATE IN THE WORK OF INTERNATIONAL ORGANIZATIONS.

ARTICLE 9

1. STATES PARTIES SHALL GRANT WOMEN EQUAL RIGHTS WITH MEN TO ACQUIRE, CHANGE OR RETAIN THEIR NATIONALITY. THEY SHALL ENSURE IN PARTICULAR THAT NEITHER MARRIAGE TO AN ALIEN NOR CHANGE OF NATIONALITY BY THE HUSBAND DURING MARRIAGE SHALL AUTOMATICALLY CHANGE THE NATIONALITY OF THE WIFE, RENDER HER STATELESS OR FORCE UPON HER THE NATIONALITY OF THE HUSBAND. 2. STATES PARTIES SHALL GRANT WOMEN EQUAL RIGHTS WITH MEN WITH RESPECT TO THE NATIONALITY OF THEIR CHILDREN.

PART III

ARTICLE 10

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN ORDER TO ENSURE TO THEM EQUAL RIGHTS WITH MEN IN THE FIELD OF EDUCATION AND IN PARTICULAR TO ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN:

- (A) THE SAME CONDITIONS FOR CAREER AND VOCATIONAL GUIDANCE, FOR ACCESS TO STUDIES AND FOR THE ACHIEVEMENT OF DIPLOMAS IN EDUCATIONAL ESTABLISHMENTS OF ALL CATEGORIES IN RURAL AS WELL AS IN URBAN AREAS; THIS EQUALITY SHALL BE ENSURED IN PRE-SCHOOL, GENERAL, TECHNICAL, PROFESSIONAL AND HIGHER TECHNICAL EDUCATION, AS WELL AS IN ALL TYPES OF VOCATIONAL TRAINING;
- (B) ACCESS TO THE SAME CURRICULA, THE SAME EXAMINATIONS, TEACHING STAFF WITH QUALIFICATIONS OF THE SAME STANDARD AND SCHOOL PREMISES AND EQUIPMENT OF THE SAME QUALITY;
- (C) THE ELIMINATION OF ANY STEREOTYPED CONCEPT OF THE ROLES OF MEN AND WOMEN AT ALL LEVELS AND IN ALL FORMS OF EDUCATION BY ENCOURAGING COEDUCATION AND OTHER TYPES OF EDUCATION WHICH WILL HELP TO ACHIEVE THIS AIM AND, IN PARTICULAR, BY THE REVISION OF TEXTBOOKS AND SCHOOL PROGRAMMES AND THE ADAPTATION OF TEACHING METHODS;
- (D) THE SAME OPPORTUNITIES TO BENEFIT FROM SCHOLARSHIPS AND OTHER STUDY GRANTS;
- (E) THE SAME OPPORTUNITIES FOR ACCESS TO PROGRAMMES OF CONTINUING ED-

UCATION, INCLUDING ADULT AND FUNCTIONAL LITERACY PROGRAMMES, PARTICULARLY THOSE AIMED AT REDUCING, AT THE EARLIEST POSSIBLE TIME, ANY GAP IN EDUCATION EXISTING BETWEEN MEN AND WOMEN; (F) THE REDUCTION OF FEMALE STUDENT DROP-OUT RATES AND THE ORGANIZATION OF PROGRAMMES FOR GIRLS AND WOMEN WHO HAVE LEFT SCHOOL PREMATURELY; (G) THE SAME OPPORTUNITIES TO PARTICIPATE ACTIVELY IN SPORTS AND PHYSICAL EDUCATION; (H) ACCESS TO SPECIFIC EDUCATIONAL INFORMATION TO HELP TO ENSURE THE HEALTH AND WELL-BEING OF FAMILIES, INCLUDING INFORMATION AND ADVICE ON FAMILY PLANNING.

ARTICLE 11

1. STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN THE FIELD OF EMPLOYMENT IN ORDER TO ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN, THE SAME RIGHTS, IN PARTICULAR: (A) THE RIGHT TO WORK AS AN INALIENABLE RIGHT OF ALL HUMAN BEINGS; (B) THE RIGHT TO THE SAME EMPLOYMENT OPPORTUNITIES, INCLUDING THE APPLICATION OF THE SAME CRITERIA FOR SELECTION IN MATTERS OF EMPLOYMENT; (C) THE RIGHT TO FREE CHOICE OF PROFESSION AND EMPLOYMENT, THE RIGHT TO PROMOTION, JOB SECURITY AND ALL BENEFITS AND CONDITIONS OF SERVICE AND THE RIGHT TO RECEIVE VOCATIONAL TRAINING AND RETRAINING, INCLUDING APPRENTICESHIPS, ADVANCED VOCATIONAL TRAINING AND RECURRENT TRAINING; (D) THE RIGHT TO EQUAL REMUNERATION, INCLUDING BENEFITS, AND TO EQUAL TREATMENT IN RESPECT OF WORK OF EQUAL VALUE, AS WELL AS EQUALITY OF TREATMENT IN THE EVALUATION OF THE QUALITY OF WORK; (E) THE RIGHT TO SOCIAL SECURITY, PARTICULARLY IN CASES OF RETIREMENT, UNEMPLOYMENT, SICKNESS, INVALIDITY AND OLD AGE AND OTHER INCAPACITY TO WORK, AS WELL AS THE RIGHT TO PAID LEAVE; (F) THE RIGHT TO PROTECTION OF HEALTH AND TO SAFETY IN WORKING CONDITIONS, INCLUDING THE SAFEGUARDING OF THE FUNCTION OF REPRODUCTION.

2. IN ORDER TO PREVENT DISCRIMINATION AGAINST WOMEN ON THE GROUNDS OF MARRIAGE OR MATERNITY AND TO ENSURE THEIR EFFECTIVE RIGHT TO WORK, STATES PARTIES SHALL TAKE APPROPRIATE MEASURES:

(A) TO PROHIBIT, SUBJECT TO THE IMPOSITION OF SANCTIONS, DISMISSAL ON THE GROUNDS OF PREGNANCY OR OF MATERNITY LEAVE AND DISCRIMINATION IN DISMISSALS ON THE BASIS OF MARITAL STATUS; (B) TO INTRODUCE MATERNITY LEAVE WITH PAY OR WITH COMPARABLE SOCIAL BENEFITS WITHOUT LOSS OF FORMER EMPLOYMENT, SENIORITY OR SOCIAL ALLOWANCES; (C) TO ENCOURAGE THE PROVISION OF THE NECESSARY SUPPORTING SOCIAL SERVICES TO ENABLE PARENTS TO COMBINE FAMILY OBLIGATIONS WITH WORK RESPONSIBILITIES AND PARTICIPATION IN PUBLIC LIFE, IN PARTICULAR THROUGH PROMOTING THE ESTABLISHMENT

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AND DEVELOPMENT OF A NETWORK OF CHILD-CARE FACILITIES;

(D) TO PROVIDE SPECIAL PROTECTION TO WOMEN DURING PREGNANCY IN TYPES OF WORK PROVED TO BE HARMFUL TO THEM.

3. PROTECTIVE LEGISLATION RELATING TO MATTERS COVERED IN THIS ARTICLE SHALL BE REVIEWED PERIODICALLY IN THE LIGHT OF SCIENTIFIC AND TECHNOLOGICAL KNOWLEDGE AND SHALL BE REVISED, REPEALED OR EXTENDED AS NECESSARY.

ARTICLE 12

1. STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN THE FIELD OF HEALTH CARE IN ORDER TO ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN, ACCESS TO HEALTH CARE SERVICES, INCLUDING THOSE RELATED TO FAMILY PLANNING.

2. NOTWITHSTANDING THE PROVISIONS OF PARAGRAPH 1 OF THIS ARTICLE, STATES PARTIES SHALL ENSURE TO WOMEN APPROPRIATE SERVICES IN CONNECTION WITH PREGNANCY, CONFINEMENT AND THE POST-NATAL PERIOD, GRANTING FREE SERVICES WHERE NECESSARY, AS WELL AS ADEQUATE NUTRITION DURING PREGNANCY AND LACTATION.

ARTICLE 13

STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN OTHER AREAS OF ECONOMIC AND SOCIAL LIFE IN ORDER TO ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN, THE SAME RIGHTS, IN PARTICULAR: (A) THE RIGHT TO FAMILY BENEFITS; (B) THE RIGHT TO BANK LOANS, MORTGAGES AND OTHER FORMS OF FINANCIAL CREDIT; (C) THE RIGHT TO PARTICIPATE IN RECREATIONAL ACTIVITIES, SPORTS AND ALL ASPECTS OF CULTURAL LIFE.

ARTICLE 14

1. STATES PARTIES SHALL TAKE INTO ACCOUNT THE PARTICULAR PROBLEMS FACED BY RURAL WOMEN AND THE SIGNIFICANT ROLES WHICH RURAL WOMEN PLAY IN THE ECONOMIC SURVIVAL OF THEIR FAMILIES, INCLUDING THEIR WORK IN THE NON-MONETIZED SECTORS OF THE ECONOMY, AND SHALL TAKE ALL APPROPRIATE MEASURES TO ENSURE THE APPLICATION OF THE PROVISIONS OF THE PRESENT CONVENTION TO WOMEN IN RURAL AREAS.

2. STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN RURAL AREAS IN ORDER TO ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN, THAT THEY PARTICIPATE IN AND BENEFIT FROM RURAL DEVELOPMENT AND, IN PARTICULAR, SHALL ENSURE TO SUCH WOMEN THE RIGHT: (A) TO PARTICIPATE IN THE ELABORATION AND IMPLEMENTATION OF DEVELOPMENT PLANNING AT ALL LEVELS; (B) TO HAVE ACCESS TO ADEQUATE HEALTH CARE FACILITIES, INCLUDING INFORMATION, COUNSELLING AND SERVICES IN FAMILY PLANNING; (C) TO BENEFIT DIRECTLY FROM SOCIAL SECURITY PROGRAMMES; (D) TO OBTAIN ALL TYPES OF TRAINING AND EDUCATION, FORMAL AND NON-FORMAL, INCLUDING THAT RELATING TO FUNCTIONAL LITERACY, AS WELL AS, INTER ALIA, THE BENEFIT OF ALL COMMUNITY AND EXTENSION SERVICES, IN ORDER TO INCREASE THEIR TECHNICAL PROFICIENCY; (E) TO ORGANIZE SELF-HELP GROUPS AND CO-OPERATIVES IN ORDER TO OBTAIN EQUAL ACCESS TO ECONOMIC OPPORTUNITIES THROUGH EMPLOYMENT OR SELF EMPLOYMENT; (F) TO PARTICIPATE IN ALL COMMUNITY ACTIVITIES; (G) TO HAVE ACCESS TO AGRICULTURAL CREDIT AND LOANS, MARKETING FACILITIES, APPROPRIATE TECHNOLOGY AND EQUAL TREATMENT IN LAND AND AGRARIAN REFORM AS WELL AS IN LAND RESETTLEMENT SCHEMES; (H) TO ENJOY ADEQUATE LIVING CONDITIONS, PARTICULARLY IN RELATION TO HOUSING, SANITATION, ELECTRICITY AND WATER SUPPLY, TRANSPORT AND COMMUNICATIONS.

PART IV

ARTICLE 15

1. STATES PARTIES SHALL ACCORD TO WOMEN EQUALITY WITH MEN BEFORE THE LAW.

2. STATES PARTIES SHALL ACCORD TO WOMEN, IN CIVIL MATTERS, A LEGAL CAPACITY IDENTICAL TO THAT OF MEN AND THE SAME OPPORTUNITIES TO EXERCISE THAT CAPACITY. IN PARTICULAR, THEY SHALL GIVE WOMEN EQUAL RIGHTS TO CONCLUDE CONTRACTS AND TO ADMINISTER PROPERTY AND SHALL TREAT THEM EQUALLY IN ALL STAGES OF PROCEDURE IN COURTS AND TRIBUNALS.

3. STATES PARTIES AGREE THAT ALL CONTRACTS AND ALL OTHER PRIVATE INSTRUMENTS OF ANY KIND WITH A LEGAL EFFECT WHICH IS DIRECTED AT RESTRICTING THE LEGAL CAPACITY OF WOMEN SHALL BE DEEMED NULL AND VOID.

4. STATES PARTIES SHALL ACCORD TO MEN AND WOMEN THE SAME RIGHTS WITH REGARD TO THE LAW RELATING TO THE MOVEMENT OF PERSONS AND THE FREEDOM TO CHOOSE THEIR RESIDENCE AND DOMICILE.

ARTICLE 16

1. STATES PARTIES SHALL TAKE ALL APPROPRIATE MEASURES TO ELIMINATE DISCRIMINATION AGAINST WOMEN IN ALL MATTERS RELATING TO MARRIAGE AND FAMILY RELATIONS AND IN PARTICULAR SHALL ENSURE, ON A BASIS OF EQUALITY OF MEN AND WOMEN:

(A) THE SAME RIGHT TO ENTER INTO MARRIAGE; (B) THE SAME RIGHT FREELY TO CHOOSE A SPOUSE AND TO ENTER INTO MARRIAGE ONLY WITH THEIR FREE AND FULL CONSENT; (C) THE SAME RIGHTS AND RESPONSIBILITIES DURING MARRIAGE AND AT ITS DISSOLUTION; (D) THE SAME RIGHTS AND RESPONSIBILITIES AS PARENTS, IRRESPECTIVE OF THEIR MARITAL STATUS, IN MATTERS RELATING TO THEIR CHILDREN; IN ALL CASES THE INTERESTS OF THE CHILDREN SHALL BE PARAMOUNT; (E) THE SAME RIGHTS TO DECIDE FREELY AND RESPONSIBLY ON THE NUMBER AND SPACING OF THEIR CHILDREN AND TO HAVE ACCESS TO THE INFORMATION, EDUCATION AND MEANS TO ENABLE THEM TO EXERCISE THESE RIGHTS; (F) THE SAME RIGHTS AND RESPONSIBILITIES WITH REGARD TO GUARDIANSHIP, WARDSHIP, TRUSTEESHIP AND ADOPTION OF CHILDREN, OR SIMILAR INSTITUTIONS WHERE THESE CONCEPTS EXIST IN NATIONAL LEGISLATION; IN ALL CASES THE INTERESTS OF THE CHILDREN SHALL BE PARAMOUNT;

(G) THE SAME PERSONAL RIGHTS AS HUSBAND AND WIFE, INCLUDING THE RIGHT TO CHOOSE A FAMILY NAME, A PROFESSION AND AN OCCUPATION; (H) THE SAME RIGHTS FOR BOTH SPOUSES IN RESPECT OF THE OWNERSHIP, ACQUISITION, MANAGEMENT, ADMINISTRATION, ENJOYMENT AND DISPOSITION OF PROPERTY, WHETHER FREE OF CHARGE OR FOR A VALUABLE CONSIDERATION.

2. THE BETROTHAL AND THE MARRIAGE OF A CHILD SHALL HAVE NO LEGAL EFFECT, AND ALL NECESSARY ACTION, INCLUDING LEGISLATION, SHALL BE TAKEN TO SPECIFY A MINIMUM AGE FOR MARRIAGE AND TO MAKE THE REGISTRATION OF MARRIAGES IN AN OFFICIAL REGISTRY COMPULSORY.

PART V

ARTICLE 17

1. FOR THE PURPOSE OF CONSIDERING THE PROGRESS MADE IN THE IMPLEMENTATION OF THE PRESENT CONVENTION, THERE SHALL BE ESTABLISHED A COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (HEREINAFTER REFERRED TO AS THE COMMITTEE) CONSISTING, AT THE TIME OF ENTRY INTO FORCE OF THE CONVENTION, OF EIGHTEEN AND, AFTER RATIFICATION OF OR ACCESSION TO THE CONVENTION BY THE THIRTY-FIFTH STATE PARTY, OF TWENTY-THREE EX-

PERTS OF HIGH MORAL STANDING AND COMPETENCE IN THE FIELD COVERED BY THE CONVENTION. THE EXPERTS SHALL BE ELECTED BY STATES PARTIES FROM AMONG THEIR NATIONALS AND SHALL SERVE IN THEIR PERSONAL CAPACITY, CONSIDERATION BEING GIVEN TO EQUITABLE GEOGRAPHICAL DISTRIBUTION AND TO THE REPRESENTATION OF THE DIFFERENT FORMS OF CIVILIZATION AS WELL AS THE PRINCIPAL LEGAL SYSTEMS.

2. THE MEMBERS OF THE COMMITTEE SHALL BE ELECTED BY SECRET BALLOT FROM A LIST OF PERSONS NOMINATED BY STATES PARTIES. EACH STATE PARTY MAY NOMINATE ONE PERSON FROM AMONG ITS OWN NATIONALS.

3. THE INITIAL ELECTION SHALL BE HELD SIX MONTHS AFTER THE DATE OF THE ENTRY INTO FORCE OF THE PRESENT CONVENTION. AT LEAST THREE MONTHS BEFORE THE DATE OF EACH ELECTION THE SECRETARY-GENERAL OF THE UNITED NATIONS SHALL ADDRESS A LETTER TO THE STATES PARTIES INVITING THEM TO SUBMIT THEIR NOMINATIONS WITHIN TWO MONTHS. THE SECRETARY-GENERAL SHALL PREPARE A LIST IN ALPHABETICAL ORDER OF ALL PERSONS THUS NOMINATED, INDICATING THE STATES PARTIES WHICH HAVE NOMINATED THEM, AND SHALL SUBMIT IT TO THE STATES PARTIES.

4. ELECTIONS OF THE MEMBERS OF THE COMMITTEE SHALL BE HELD AT A MEETING OF STATES PARTIES CONVENED BY THE SECRETARY-GENERAL AT UNITED NATIONS HEADQUARTERS. AT THAT MEETING, FOR WHICH TWO THIRDS OF THE STATES PARTIES SHALL CONSTITUTE A QUORUM, THE PERSONS ELECTED TO THE COMMITTEE SHALL BE THOSE NOMINEES WHO OBTAIN THE LARGEST NUMBER OF VOTES AND AN ABSOLUTE MAJORITY OF THE VOTES OF THE REPRESENTATIVES OF STATES PARTIES PRESENT AND VOTING.

5. THE MEMBERS OF THE COMMITTEE SHALL BE ELECTED FOR A TERM OF FOUR YEARS. HOWEVER, THE TERMS OF NINE OF THE MEMBERS ELECTED AT THE FIRST ELECTION SHALL EXPIRE AT THE END OF TWO YEARS; IMMEDIATELY AFTER THE FIRST ELECTION THE NAMES OF THESE NINE MEMBERS SHALL BE CHOSEN BY LOT BY THE CHAIRMAN OF THE COMMITTEE.

6. THE ELECTION OF THE FIVE ADDITIONAL MEMBERS OF THE COMMITTEE SHALL BE HELD IN ACCORDANCE WITH THE PROVISIONS OF PARAGRAPHS 2, 3 AND 4 OF THIS ARTICLE, FOLLOWING THE THIRTY-FIFTH RATIFICATION OR ACCESSION. THE TERMS OF TWO OF THE ADDITIONAL MEMBERS ELECTED ON THIS OCCASION SHALL EXPIRE AT THE END OF TWO YEARS, THE NAMES OF THESE TWO MEMBERS HAVING BEEN CHOSEN BY LOT BY THE CHAIRMAN OF THE COMMITTEE.

7. FOR THE FILLING OF CASUAL VACANCIES, THE STATE PARTY WHOSE EXPERT

HAS CEASED TO FUNCTION AS A MEMBER OF THE COMMITTEE SHALL APPOINT ANOTHER EXPERT FROM AMONG ITS NATIONALS, SUBJECT TO THE APPROVAL OF THE COMMITTEE. 8. THE MEMBERS OF THE COMMITTEE SHALL, WITH THE APPROVAL OF THE GENERAL ASSEMBLY, RECEIVE EMOLUMENTS FROM UNITED NATIONS RESOURCES ON SUCH TERMS AND CONDITIONS AS THE ASSEMBLY MAY DECIDE, HAVING REGARD TO THE IMPORTANCE OF THE COMMITTEE'S RESPONSIBILITIES. 9. THE SECRETARY-GENERAL OF THE UNITED NATIONS SHALL PROVIDE THE NECESSARY STAFF AND FACILITIES FOR THE EFFECTIVE PERFORMANCE OF THE FUNCTIONS OF THE COMMITTEE UNDER THE PRESENT CONVENTION.

ARTICLE 18

1. STATES PARTIES UNDERTAKE TO SUBMIT TO THE SECRETARY-GENERAL OF THE UNITED NATIONS, FOR CONSIDERATION BY THE COMMITTEE, A REPORT ON THE LEGISLATIVE, JUDICIAL, ADMINISTRATIVE OR OTHER MEASURES WHICH THEY HAVE ADOPTED TO GIVE EFFECT TO THE PROVISIONS OF THE PRESENT CONVENTION AND ON THE PROGRESS MADE IN THIS RESPECT: (A) WITHIN ONE YEAR AFTER THE ENTRY INTO FORCE FOR THE STATE CONCERNED; (B) THEREAFTER AT LEAST EVERY FOUR YEARS AND FURTHER WHENEVER THE COMMITTEE SO REQUESTS.

2. REPORTS MAY INDICATE FACTORS AND DIFFICULTIES AFFECTING THE DEGREE OF FULFILMENT OF OBLIGATIONS UNDER THE PRESENT CONVENTION.

ARTICLE 19

1. THE COMMITTEE SHALL ADOPT ITS OWN RULES OF PROCEDURE. 2. THE COMMITTEE SHALL ELECT ITS OFFICERS FOR A TERM OF TWO YEARS.

ARTICLE 20

1. THE COMMITTEE SHALL NORMALLY MEET FOR A PERIOD OF NOT MORE THAN TWO WEEKS ANNUALLY IN ORDER TO CONSIDER THE REPORTS SUBMITTED IN ACCORDANCE WITH ARTICLE 18 OF THE PRESENT CONVENTION.

2. THE MEETINGS OF THE COMMITTEE SHALL NORMALLY BE HELD AT UNITED NATIONS HEADQUARTERS OR AT ANY OTHER CONVENIENT PLACE AS DETERMINED BY THE COMMITTEE.

ARTICLE 21

1. THE COMMITTEE SHALL, THROUGH THE ECONOMIC AND SOCIAL COUNCIL, REPORT ANNUALLY TO THE GENERAL ASSEMBLY OF THE UNITED NATIONS ON ITS ACTIVITIES AND MAY MAKE SUGGESTIONS AND GENERAL RECOMMENDATIONS BASED ON THE EXAMINATION OF REPORTS AND INFORMATION RECEIVED FROM THE STATES PARTIES. SUCH SUGGESTIONS AND GENERAL RECOMMENDATIONS SHALL BE INCLUDED IN THE REPORT OF THE COMMITTEE TOGETHER WITH COMMENTS, IF ANY, FROM STATES PARTIES.

2. THE SECRETARY-GENERAL OF THE UNITED NATIONS SHALL TRANSMIT THE REPORTS OF THE COMMITTEE TO THE COMMISSION ON THE STATUS OF WOMEN FOR ITS INFORMATION.

ARTICLE 22

THE SPECIALIZED AGENCIES SHALL BE ENTITLED TO BE REPRESENTED AT THE CONSIDERATION OF THE IMPLEMENTATION OF SUCH PROVISIONS OF THE PRESENT CONVENTION AS FALL WITHIN THE SCOPE OF THEIR ACTIVITIES. THE COMMITTEE MAY INVITE THE SPECIALIZED AGENCIES TO SUBMIT REPORTS ON THE IMPLEMENTATION OF THE CONVENTION IN AREAS FALLING WITHIN THE SCOPE OF THEIR ACTIVITIES.

PART VI**ARTICLE 23**

NOTHING IN THE PRESENT CONVENTION SHALL AFFECT ANY PROVISIONS THAT ARE MORE CONDUCTIVE TO THE ACHIEVEMENT OF EQUALITY BETWEEN MEN AND WOMEN WHICH MAY BE CONTAINED: (A) IN THE LEGISLATION OF A STATE PARTY; OR (B) IN ANY OTHER INTERNATIONAL CONVENTION, TREATY OR AGREEMENT IN FORCE FOR THAT STATE.

ARTICLE 24

STATES PARTIES UNDERTAKE TO ADOPT ALL NECESSARY MEASURES AT THE NATIONAL LEVEL AIMED AT ACHIEVING THE FULL REALIZATION OF THE RIGHTS RECOGNIZED IN THE PRESENT CONVENTION.

ARTICLE 25

1. THE PRESENT CONVENTION SHALL BE OPEN FOR SIGNATURE BY ALL STATES.

2. THE SECRETARY-GENERAL OF THE UNITED NATIONS IS DESIGNATED AS THE DEPOSITARY OF THE PRESENT CONVENTION.

3. THE PRESENT CONVENTION IS SUBJECT TO RATIFICATION. INSTRUMENTS OF RATIFICATION SHALL BE DEPOSITED WITH THE SECRETARY-GENERAL OF THE UNITED NATIONS.

4. THE PRESENT CONVENTION SHALL BE OPEN TO ACCESSION BY ALL STATES. ACCESSION SHALL BE EFFECTED BY THE DEPOSIT OF AN INSTRUMENT OF ACCESSION WITH THE SECRETARY-GENERAL OF THE UNITED NATIONS.

ARTICLE 26

1. A REQUEST FOR THE REVISION OF THE PRESENT CONVENTION MAY BE MADE AT ANY TIME BY ANY STATE PARTY BY MEANS OF A NOTIFICATION IN WRITING ADDRESSED TO THE SECRETARY-GENERAL OF THE UNITED NATIONS.

2. THE GENERAL ASSEMBLY OF THE UNITED NATIONS SHALL DECIDE UPON THE STEPS, IF ANY, TO BE TAKEN IN RESPECT OF SUCH A REQUEST.

ARTICLE 27

1. THE PRESENT CONVENTION SHALL ENTER INTO FORCE ON THE THIRTIETH DAY AFTER THE DATE OF DEPOSIT WITH THE SECRETARY-GENERAL OF THE UNITED NATIONS OF THE TWENTIETH INSTRUMENT OF RATIFICATION OR ACCESSION.

2. FOR EACH STATE RATIFYING THE PRESENT CONVENTION OR ACCEDING TO IT AFTER THE DEPOSIT OF THE TWENTIETH INSTRUMENT OF RATIFICATION OR ACCESSION, THE CONVENTION SHALL ENTER INTO FORCE ON THE THIRTIETH DAY AFTER THE DATE OF THE DEPOSIT OF ITS OWN INSTRUMENT OF RATIFICATION OR ACCESSION.

ARTICLE 28

1. THE SECRETARY-GENERAL OF THE UNITED NATIONS SHALL RECEIVE AND CIRCULATE TO ALL STATES THE TEXT OF RESERVATIONS MADE BY STATES AT THE TIME OF RATIFICATION OR ACCESSION.

2. A RESERVATION INCOMPATIBLE WITH THE OBJECT AND PURPOSE OF THE PRESENT CONVENTION SHALL NOT BE PERMITTED.

3. RESERVATIONS MAY BE WITHDRAWN AT ANY TIME BY NOTIFICATION TO THIS EFFECT ADDRESSED TO THE SECRETARY- GENERAL OF THE UNITED NATIONS, WHO SHALL THEN INFORM ALL STATES THEREOF. SUCH NOTIFICATION SHALL TAKE EFFECT ON THE DATE ON WHICH IT IS RECEIVED.

ARTICLE 29

1. ANY DISPUTE BETWEEN TWO OR MORE STATES PARTIES CONCERNING THE INTERPRETATION OR APPLICATION OF THE PRESENT CONVENTION WHICH IS NOT SETTLED BY NEGOTIATION SHALL, AT THE REQUEST OF ONE OF THEM, BE SUBMITTED TO ARBITRATION. IF WITHIN SIX MONTHS FROM THE DATE OF THE REQUEST FOR ARBITRATION THE PARTIES ARE UNABLE TO AGREE ON THE ORGANIZATION OF THE ARBITRATION, ANY ONE OF THOSE PARTIES MAY REFER THE DISPUTE TO THE INTERNATIONAL COURT OF JUSTICE BY REQUEST IN CONFORMITY WITH THE STATUTE OF THE COURT.

2. EACH STATE PARTY MAY AT THE TIME OF SIGNATURE OR RATIFICATION OF THE PRESENT CONVENTION OR ACCESSION THERETO DECLARE THAT IT DOES NOT CONSIDER ITSELF BOUND BY PARAGRAPH I OF THIS ARTICLE. THE OTHER STATES PARTIES SHALL NOT BE BOUND BY THAT PARAGRAPH WITH RESPECT TO ANY STATE PARTY WHICH HAS MADE SUCH A RESERVATION.

3. ANY STATE PARTY WHICH HAS MADE A RESERVATION IN ACCORDANCE WITH PARAGRAPH 2 OF THIS ARTICLE MAY AT ANY TIME WITHDRAW THAT RESERVATION BY NOTIFICATION TO THE SECRETARY-GENERAL OF THE UNITED NATIONS.

ARTICLE 30

THE PRESENT CONVENTION, THE ARABIC, CHINESE, ENGLISH, FRENCH, RUSSIAN AND SPANISH TEXTS OF WHICH ARE EQUALLY AUTHENTIC, SHALL BE DEPOSITED WITH THE SECRETARY-GENERAL OF THE UNITED NATIONS. IN WITNESS WHEREOF THE UNDERSIGNED, DULY AUTHORIZED, HAVE SIGNED THE PRESENT CONVENTION.

SADER, A LEGAL KNOWLEDGE NEXUS, SINCE 1863

SINCE ITS ESTABLISHMENT IN 1863, WITH 5 GENERATIONS UNDER ITS WING, SADER IS A WEALTH OF KNOWLEDGE, AN ESTABLISHMENT KNOWN ACROSS THE ARAB WORLD FOR ITS LEGAL EXPERTISE AND KNOW-HOW. THROUGHOUT THE YEARS, SADER HAS GROWN AND DIVERSIFIED ITS ACTIVITIES, NURTURING EVERY ASPECT RELATED TO FACILITATING ACCESS TO INFORMATION FOR PEOPLE FROM AROUND THE WORLD.

SADER HAS EVOLVED INTO A MULTI-DISCIPLINARY BUSINESS, RANGING FROM LEGAL CONTENT PROVISION, PUBLISHING, RESEARCH, LAW SERVICES, TRANSLATION, LEGALTECH, AND SPECIAL PROJECTS TO NAME A FEW.

IT STRIVES AT SIMPLIFYING THE UNDERSTANDING OF THE LAW FOR BOTH THE LEGAL AND NON-LEGAL COMMUNITIES AT A REGIONAL AND INTERNATIONAL LEVEL.

SADER BELIEVES IN AN EDUCATED PUBLIC, AWARE OF ITS LEGAL RIGHTS AND RESPONSIBILITIES AND ALWAYS DOES ITS PART TO FOSTER KNOWLEDGE THAT BENEFITS THE LEGAL SOCIETIES AND GENERAL PUBLIC BY PROVIDING ITS EXPERTISE IN ALL MATTERS RELATED TO THE RULE OF LAW TO AND FOR THE MIDDLE EAST, GULF AND LEVANT.

THE MISSION OF SADER IS TO PROMOTE A MODERN LEGAL CULTURE IN THE ARAB WORLD AND TO BRIDGE INTERNATIONAL LEGAL AND BUSINESS CULTURAL GAPS AND DIVIDES.

SADER ENDEAVORS TO CONTINUE IN ITS LONG HISTORY OF EXCELLENCE AND CREATIVITY BY UNCOVERING NEW AND EXPEDIENT LEGAL SOLUTIONS, IN ANSWER TO THE MARKET NEEDS.

SADER HAS BEEN BUILDING A BUSINESS STRUCTURE THAT VALUES THE ADVANCEMENT OF THE ARAB LEGAL CULTURE AND SYSTEMS THROUGH CREATIVITY, INTEGRITY, KNOWLEDGE, GOOD GOVERNANCE AND TRANSPARENCY.



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