

**QUICK GUIDE TO ADDRESS WOMEN'S ISSUES**  
**DURING THE UNIVERSAL PERIODIC REVIEW ON CANADA[1]**

These Guides include:

- A list of issues mentioned in the National Report, the Compilation of official UN Documents and the Summary of Other Stakeholders Submissions, with references to the particular paragraphs in which they can be found.
- The full text of those paragraphs
- A reference to "gaps", that is, issues on which the National Report should/could have applied a gender perspective but failed to do so.
- In those cases in which the Sexual Rights Initiative has submitted reports, we have included an Annex with our recommendations.
- In all cases we have included suggested questions and recommendations

References in the two working languages of the Council (English and French) have been kept in their original language.

**Issues** are highlighted, while **recommendations** are in bold and underlined. References from the National Report are *in Italics*.

All women's rights issues (included sexual rights' issues related specifically to women) are referred to in this Guide. Other sexual rights issues are referred to in the Sexual Rights Guides for each state under review

CEDAW ratified. OP-CEDAW ratified. Rome Statute ratified. Palermo Protocol ratified. (all without reservations)

**Gaps**

The National Report should/could have applied a gender perspective –that is, make reference to how the issue affects women and men in particular ways- but failed to do so in the following sections: Health care (22-23), Education (24-25), Housing (26-27), Labour market training and participation in the workforce (28-30), Social benefits (31), Refugee protection (49-51), Poverty reduction (52-54), Aboriginal issues (64-70), Indian issues (71-74), Immigration and integration measures (88-93), Persons with disabilities (101-102).

Issues	National Report	Compilation	Summary
Aboriginal women		Lack of progress against multiple discriminations (12)	Need to implement non-legislative measures to address root causes (20)

Domestic migrant workers			Vulnerability to abuse and exploitation. Lack of measures to eliminate violence and exploitation (36)
Domestication of CEDAW/ Harmonization of laws with international treaties	How harmonization is accomplished (18)	Need for domestic legislation to be harmonized, rights to be enforceable (3), awareness-raising (66)	
Economic rights/ Right to development	Low-income higher for women, significant progress made (82)	Most of those living in poverty are women; need for rights approach to PRS (33)	
Equality and Non Discrimination	Prohibition of discrimination based-on sex at all levels (11)		
Gender mainstreaming	Accountability-based approach, gender-based analysis applied to national budget (80)		
Girl Children	Sexual Violence (86)	Sexual Violence (15) (16)	Need for a national strategy for homeless girls (37)
Laws that discriminate against women	Section 67 of Canadian Human Rights Act repealed, effects of Indian Act can be addressed (71)	Discriminatory effects of Indian Act (12); interpreting Section 67 to protect Aboriginal women (12)	Support to replace the Indian Act exists; need for Aboriginal women's participation in the process (8)

Older Women	Federal Elder Abuse Initiative (86)		
Public and political participation		Need to increase women's representation in public life, including Aboriginal, Afro Canadian and other ethnic minority women (27)	Aboriginal women partnership of amendment of Indian Act Bill (8)
Reproductive health/rights			Abortion: no legal restrictions but lack of accessibility is a barrier (46)  Lubicon women: 19 stillbirths out of 21 pregnancies in an 18 month period. ( 53)
Right to education	Achievements in Univ. education (82)  Aboriginal Education Enhancement Agreements (69)		Secondary education financially prohibitive (47) Unequal educational levels for Aboriginal women (18)
Right to housing	Housing and homelessness programs (56); women and girls becoming more vulnerable to homelessness (60)		Cuts in budget and legislation. Women and ethnic minorities most affected (39)
Right to social security			Reductions on benefits and increasing punitive regulations of social assistance. Lone mothers most affected. (38). Lack of unemployment coverage (42)

Right to work	Unemployment rate lower than men's; labour market participation programmes:(81)  Apprenticeship programs in non-traditional trades (83)	Multiple discrimination against minority-women (28); need for adequate childcare services; unequal remuneration (29)	Discrimination against Aboriginal women (18); women with disabilities (19); female migrants (29)
Sexual Violence	Sisters in Spirit Initiative (Aboriginal women)(86); provincial measures (87)	Sexual harassment at work (16)	
Trafficking of women/ Forced prostitution	Approach, legal framework (94); destination country for sex trade purposes (95); existing measures (4, 96)	Criminalization; immigration guidelines (55)	Law provisions allow immigration enforcement against victims (26)
Violence against Women	Criminal law reforms, strategies and programmes; resources to support victims (85); Domestic Violence Advisory Councils; higher rates for Aboriginal women (87); assistance to organizations (86), to Aboriginal women (70); decline in spousal abuse (84)	Need to define domestic violence as criminal offence; need to strengthen access to/ quality of services; cultural sensitive training to staff (15); prevalence, abuse during pregnancy; failure to investigate cases involving Aboriginal women (14)	High rates for Aboriginal women, lack of reporting and statistical analysis, need for a nation-wide strategy (22)
Women in prison		Over incarceration of ethnic minority women (17); Concerns about situation of women with disabilities, Aboriginal and ethnic minorities (16)	Call for an independent oversight body; disadvantaged treatment (23)

## Aboriginal Women

On discrimination against First Nations women, the Committee on the Elimination of Racial Discrimination (CERD) regretted **lack of progress**. It was concerned that Aboriginal and ethnic minority women suffer from **multiple discrimination** in employment, housing, education and health care, with high rates of poverty, lack of access to clean water and low school completion rates. Canada **should take measures, including temporary special measures, to eliminate de jure and de facto discrimination, to sensitize these women about their rights, and ensure they are empowered to participate in governance and legislative processes** (Para 12, Compilation). Native Women's Association of Canada (NWAC) said that in March 2008, the Government introduced a bill on the Family Homes on Reserve and Matrimonial Interests or Rights Act, but legal rights must be accessible and enforceable to be meaningful. NWAC **urged concrete measures to ensure that non-legislative measures recommended by Aboriginal women are implemented**. NWAC said it was clear that **systemic issues of violence against women, limited access to justice, poverty, housing and the power of Indian Act Chiefs and Councils needed to be addressed alongside legislative amendments** (Para 20, Summary).

See also Laws that Discriminate against Women

### **Domestic migrant workers**

Amnesty International (AI) said that the requirement that domestic caregivers live with their employers makes them **vulnerable to abuse**; Canadian Ecumenical Justice Initiatives (KAIROS) added **live-in caregivers** are tied to a specific employer, making them highly vulnerable to abuse and exploitation. AI said migrant workers who lack immigration status are at heightened risk of domestic violence and of having their rights violated by unscrupulous employers and landlords. Ligue des Droits et Libertés (LDL) a dit que le Canada **n'a pas pris les mesures nécessaires** pour éliminer l'exploitation et la violence subie par les travailleurs migrants comme le CDESC a recommandé (Para 36, Summary).

### **Domestication of CEDAW/Harmonization of national/customary laws with international treaties**

The Committee on Economic, Social and Cultural Rights (CESCR) and CEDAW recommended **domestic legislation be harmonized** with the International Covenant on Economic, Social and Cultural Rights and CEDAW. CERD, CEDAW, and CESCR said the Federal Government must ensure that provinces and territories are aware of Canada's obligations, and that rights are **enforceable** (Para 3, Compilation). In 2008, CEDAW requested, within one year, written information on implementation of recommendations to **raise awareness** of the Convention and OP-CEDAW at all levels (Para 66, Compilation). *International human rights treaties ratified by Canada do not automatically become part of the domestic law. As a general practice, Canada's domestic implementation is most often accomplished through a variety of laws, policies and programs at several levels of government* (Para 18, NR)

### **Economic Rights/Right to development**

*While the incidence of low income is somewhat higher for women compared to men (10.9 per cent vs. 10.1 per cent in 2006), significant progress has been made in recent years in improving the low-income situation of women in Canada* (Para 82, NR). CESCR was concerned that 11.2 percent of the population lived in **poverty** in 2004, particularly **low-income women** and **single mothers**, among others; and that significant differences persist between provinces and territories. CESCR **recommended integration of economic, social and cultural rights in poverty reduction strategies** (Para 33, Compilation)

## Equality and Non discrimination

The federal, provincial and territorial governments in Canada have enacted human rights legislation **prohibiting discrimination** on numerous grounds, such as **sex**. Canadian courts have invested these human rights statutes with 'quasi-constitutional status' (elevated legal importance). (Para 11, NR).

## Gender mainstreaming

Canada works to advance women's equality through international Commitments such as the Convention on the Elimination of All Forms of Discrimination against Women, and domestic commitments to gender mainstreaming using an **accountability-based approach**, Canada has made extensive progress on the implementation of **gender-based analysis** (GBA) across governments, including, for example, the application of GBA to measures in the national budget. (Para 80, NR)

## Girl Children

Joint submission (JS3) -by Women's Housing Equality Network (WHEN-Canada) and the Centre for Equality Rights in Accommodation (CERA)-; echoed the call for a **national strategy for special attention to difficulties faced by homeless girls** (Para 37, Summary)

## Laws that discriminate against women

CEDAW, CERD, CESCRC and the Special Rapporteur on Indigenous Peoples **urged legislative solutions addressing discriminatory effects of the Indian Act on: transmission of Indian status to children; rights to marry, to own property, to inherit (under Matrimonial Real Property regulations); and on economic, social and cultural rights for Aboriginal women** (Para 12, Compilation). Canadian Human Rights Commission (CHRC) said there was support for **replacement of the Indian Act** with more effective and modern legislation to enable and support First Nations' self government (Para 8, Summary). CEDAW **recommended that Section 67 of Canadian Human Rights Act (CHRA) be interpreted to provide full protection and redress for Aboriginal women** (Para 12, Compilation)

The **Canadian Human Rights Act was amended to repeal section 67**. This amendment closed a long-standing legislative gap noted by national and international bodies and allows for issues of discrimination arising under the Indian Act to be addressed under this legislative scheme (in addition to challenges that can at any rate be brought by litigation raising the Charter) (Para 71, NR). NWAC **recommended Canada ensure full partnership of Aboriginal women in the joint implementation study by the Government and First Nations, required by Bill C-21, which removes exemption of the Indian Act from complaints of discrimination in the federal jurisdiction** (Para 8, Summary).

## Older Women

The Government of Canada has also recently announced new initiatives, such as the **Federal Elder Abuse Initiative**, to raise awareness of and combat elder Abuse in its many forms (Para 86, NR).

## Public and Political Participation

A UN Statistics Division source indicated women held 21.3 percent of seats in the national parliament in 2008. CEDAW **urged action, including temporary special measures, to accelerate**

**an increase in women's representation in public life. CERD encouraged strengthening of programmes to ensure appropriate representation of ethnic –particularly Afro-Canadian and Aboriginal– communities, in public office, federal and provincial.** (Para 27, Compilation).

### **Reproductive Rights**

Canadians for Choice (CFC) said that **even though there are no legal restrictions to abortion in Canada, lack of accessibility is a barrier** for women who choose to terminate their pregnancies. Only one in every six hospitals offers abortion services (Para 46, Summary).

The Lubicon Lake Indian Nation (LLIN) says the Lubicon people have been forced to turn to welfare to survive, live in over crowded housing conditions without basic services, suffering serious health problems related to resource exploitation, including **reproductive problems** which resulted in **19 stillbirths out of 21 pregnancies** in an 18 month period. (Para 53, Summary)

### **Right to Education**

*Canadian women have the highest rate of post-secondary educational attainment in OECD countries. In 2005, 59.7 per cent of Canadian university qualifications were awarded to women, compared to 40.3 per cent for men.* (Para 82, NR).

KAIROS said the **cost of secondary education** has been steadily rising for over a decade, leading to **exclusion** of many low-income youth. Feminist Alliance for International Action (FAFIA) expressed similar concerns, saying it has become **financially prohibitive** for many poor women and lone mothers to pursue higher education (Para 47, Summary).

*Through **Aboriginal Education Enhancement Agreements** in British Columbia, school boards and Aboriginal communities jointly identify the direction needed to improve the success of Aboriginal students, take steps to reach their shared goals and reflect local Aboriginal culture* (Para 69, NR). FAFIA said aboriginal women do not have the same levels of education as non-Aboriginal women (Para 18, Summary).

### **Right to housing**

*Governments in Canada are working collaboratively, and with non-governmental organizations, to ensure that their residents have access to adequate housing through various initiatives, for example: In December 2006, the Government of Canada announced \$526 million over two years for **housing and homelessness programs**. These programs will help improve the living conditions for some 38,000 low-income people including **women** who are victims of **family violence*** (Para 56, NR). *Governments are also taking measures to address homelessness in Canada. **Certain groups are becoming more vulnerable to homelessness**, such as women, including young girls, among others* (Para 60, NR)

The Wellesley Institute (WI) said that Canada **made cuts** in housing **spending** and in **legislation** to provide security of tenure and other basic protections. It also says a disproportionate burden of housing insecurity and poverty is born by Aboriginal people, women, immigrants, and people from a variety of ethno-social groups. (Para 39, Summary)

### **Right to Social Security**

FAFIA said the Government has **reduced benefits, limited eligibility and increased punitive regulation of benefit recipients** in the provision of social assistance, increasing the suffering of women, who are more dependent than men on it. FAFIA said women in Canada are disproportionately poor, with **lone mothers being the poorest family type**. (Para 38, Summary)

Mouvement d'éducation populaire et d'action communautaire du Québec (MEPACQ) a dit que jusqu'en 1990, près de 75 pour cent des travailleurs et travailleuses se retrouvant sans emploi touchaient l'assurance-chômage. Suite à la décision du gouvernement fédéral de se retirer du financement de la caisse d'assurance-emploi, et devant le manque à gagner, à peine 45 pour cent de ces travailleurs et travailleuses seraient couverts (Para 42, Summary)

## Right to Work

The unemployment rate for Canadian women is at a 30-year low and is below the unemployment rate for Canadian men. As of 2007, the unemployment rate for women was 5.6 per cent (6.4 per cent for men). Governments are working to facilitate women's labour market participation through programs such as the Aboriginal Human Resources Development Strategy, the Targeted Initiative for Older Workers, the Youth Employment Strategy and the Trades and Apprenticeship Strategy (Para 81, NR). Governments are also taking steps to break down barriers in the skilled trades, a sector traditionally dominated by men. For example, several new initiatives introduced in recent years in Newfoundland and Labrador have led to a 35 per cent increase in the number of women registering for apprenticeship programs in non-traditional trades (Para 83, NR).

Concerned that minority groups, particularly Afro-Canadians and Aboriginals, face discrimination in recruitment, remuneration, access to benefits, job security, qualification recognition and in the workplace, CERD recommended full implementation of anti-discrimination legislation in the labour market and measures to reduce unemployment. CEDAW echoed this call, including through temporary special measures (Para 28, Compilation). FAFIA said aboriginal women are marginalized in the labour force, disproportionately working in lower paid and precarious jobs, with higher unemployment rates and lower incomes (Para 18, Summary). Council of Canadians with Disabilities (CCD) said over 55 percent of working-age adults with disabilities are unemployed or out of the labour market. For women with disabilities, the rate is almost 75 percent. (Para 19, Summary). A 2007 ILO report indicated female migrants with university degrees from visible minorities suffer multiple discrimination. (Para 29, Compilation)

CESCR recommended women's right to work and the need for parents to balance work and family life be considered through adequate childcare services (Para 29, Compilation).

In 2007, an ILO Committee of Experts cited a 2003 study showing women earned 71 percent of what men earned, and the gap had changed little in a decade (Para 29, Compilation). It recalled that the Employment Equity Act requires employers to adopt policies and practices ensuring women, have equal access to employment (Para 58, Compilation). The ILO Committee and CESCR urged provincial and territorial legislation ensuring equal remuneration for work of equal value in public and private sectors (Para 29, Compilation)

## Sexual Violence

To address the high rates of violence against Aboriginal women, the Government of Canada, in partnership with the Native Women's Association of Canada, supports the Sisters in Spirit Initiative, which is aimed at raising awareness about racialized and sexualized violence against Aboriginal women. This violence often leads to the disappearance or death of Aboriginal women and girls. (Para 86, NR). Examples of provincial measures to address violence against women and girls include Saskatchewan's Strategy for Stopping Interpersonal Violence and Abuse and Québec's "Action plan on Sexual Abuse 2008-2013" (Para 87, NR)

An ILO Committee of Experts sought information on reports that 90 percent of women indicate having been harassed sexually in the course of employment, and on measures taken (Para 16, Compilation)

## Trafficking of women

Canada's efforts to combat trafficking in persons focus on four broad areas: "the prevention of trafficking, the protection of victims, the prosecution of offenders and working in partnership with key stakeholders towards these ends. The enactment of specific offences against trafficking in persons in the Immigration and Refugee Protection Act (2002) and the Criminal Code (2005), provide a broad based criminal law framework to respond to this crime (Para 94, NR)

Canada is believed to be primarily a transit and destination country for trafficking in persons (TIP). Intelligence indicates that trafficked persons in Canada are predominantly forced to work in the sex trade. Investigations conducted by Canadian law enforcement support these findings; TIP cases encountered by Canadian law enforcement involve women who are trafficked for the purpose of sexual exploitation (Para 95, NR)

Governments in Canada have put in place measures aimed at combating trafficking and providing support to victims, for example: (a) Protection for foreign victims of trafficking in Canada has been strengthened through guidelines for a fee-exempt temporary resident permit for 180 days. Access to health care (including counselling) is provided through the Interim Federal Health Program and victims can apply for a concurrent fee-exempt work permit; (b) Training is provided to law enforcement, border and immigration officials and civil society on the identification of trafficked victims as well as the new trafficking offences. (c) The Royal Canadian Mounted Police's Human Trafficking National Coordination Centre has been established. (d) The Alberta Coalition Against Human trafficking is examining issues around human trafficking in Alberta and includes members from several provincial government departments, the federal government and from non-profit community agencies. (e) The Office to Combat Trafficking in Persons (OCTIP) in British Columbia, is working in collaboration with other provincial ministries, federal departments, municipal governments, law enforcement agencies and community organizations, to eliminate human trafficking and build services for trafficked persons. OCTIP takes a human rights centred approach and places the rights and needs of trafficked persons at the centre of all its work (f) Motions and resolutions have been adopted by Canadian legislatures with respect to human trafficking (Para 96, NR). The House of Commons unanimously adopted a motion in 2007 condemning human trafficking and supporting a comprehensive strategy to combat trafficking worldwide and the Manitoba Legislature adopted a resolution in 2008, which recognizes that women in particular are victims of trafficking and urges governments to work collaboratively (Para 4, NR).

In 2007, an ILO Committee of Experts noted amendments to the Criminal Code in 2005, creating three indictable offences, also welcomed by CEDAW, prohibiting trafficking in persons. CEDAW welcomed publication in 2006 of new guidelines for immigration officers to ensure victims receive consideration for immigration status (Para 55, Compilation). Amnesty International (AI) noted that provisions in Canadian law criminalize trafficking and provide for the possibility of immigration enforcement action against both traffickers and victims of trafficking (Para 26, Summary)

## Violence against women

The Government of Canada has introduced numerous criminal law reform packages that will serve to better protect women from violence. In addition, federal, provincial and territorial governments have strategies and programs in place to eliminate violence against women and address the immediate needs of women. Resources include access to emergency shelters and counselling, province-wide action plans against sexual violence and Aboriginal-specific initiatives, including culturally adapted health services, and the creation of culturally sensitive residential and outreach programs. (Para 85, NR)

The Government of Ontario established a Domestic Violence Advisory Council to provide advice on improving the efficiency and effectiveness of community and justice system supports to better meet the needs of women who are victims of domestic violence. The Alberta Relationship Threat

*Assessment and Management Initiative aims to reduce and prevent fear, suffering, violence and death in high-risk relationship violence cases by providing an integrated criminal justice response. In Newfoundland and Labrador, the Community Advisory Committee, developed under the Violence Prevention Initiative (VPI), ensures that grass-roots information informs government policies (Para 87, NR).*

*The Government of Canada also provides financial and professional assistance to organizations to carry out projects at the local, regional and national levels. These initiatives include training for shelter staff working with victims of violence, empowerment sessions, entrepreneurship training, childcare and violence prevention programs (Para 86, NR). The Government of Newfoundland and Labrador funds an Aboriginal grants program for women and children to support their efforts to promote violence prevention (Para 70, NR)*

Regretting that domestic violence is not a criminal offence, CEDAW and CESCR **recommended it be made one**. HR Committee and CEDAW **recommended Canada address root causes, ensure effective access to justice, establish immediate means of redress and protection, ensure perpetrators are prosecuted and adequately punished, and enact “primary aggressor” policies** (Para 15, Compilation). While CEDAW welcomed initiatives to address violence against women, it remained concerned that domestic violence is a significant problem in Canada. A 2005 World Health Organization (WHO) report indicated rates of abuse during pregnancy of 4 to 11 percent (Para 14, Compilation)

*Women in Canada, particularly Aboriginal Women, are more likely than men to be victims of violence, including the most severe and frequent forms of spousal assault (Para 87, NR). CERD and HR Committee were concerned about serious acts of violence against Aboriginal women – disproportionate in the number of victims of violent death, rape and domestic violence. CEDAW urged Canada to examine its failure to investigate cases of missing and murdered Aboriginal women, despite establishment of a working group, and to take steps to remedy systemic deficiencies. Canada should urgently conduct investigations determining whether racialized patterns exist, and take relevant measures.* (Para 14, Compilation). FAFIA said violence against women remains a key problem, with Aboriginal women experiencing grave and systematic forms of violence. Yet, there is a noted lack of comprehensive reporting and statistical analysis by Government of its scale and character. AI and NWAC expressed similar concerns. AI said a 1996 figure revealed that indigenous women between the ages of 25 and 44 with status under the Indian Act are five times more likely than other women to die from violence. There has been widespread acknowledgement of the role of racism, discrimination and indifference in contributing to this violence. There have been initiatives in several jurisdictions to improve police response and increase access to culturally appropriate services for women escaping violence. However the federal government has yet to institute a national strategy consistent with the severity of threats facing indigenous women (Para 22, Summary)

*In general, the prevalence of spousal violence is showing signs of a decline and spousal homicide rates have also decreased in recent years. The decline in the prevalence of spousal assault suggested by victimization surveys, together with the decrease in spousal homicide, may be a result of improved social interventions and the increased use of services by abused women (Para 84, NR). A 2006 UNFPA report noted immigrant and visible minority women (68 percent of them immigrants) reporting abuse were less likely to seek services than the general population. CESCR recommended that Canada ensure low-income women and those trying to leave abusive relationships can access housing and support services consistent with the right to an adequate standard of living. CERD and the Human Rights (HR) Committee recommended strengthening*

**and expanding existing services and providing culturally-sensitive training for law enforcers ensuring prompt and adequate response** (Para 15, Compilation)

### **Women in Prison**

The Working Group on Arbitrary Detention, the Special Rapporteur on racism and CERD noted that, regrettably, **over-incarceration of Aboriginals, Afro-Canadians and ethnic minorities – particularly women**, as highlighted by CEDAW – is more marked than before. The Working Group **recommended strengthening policies to address this over-representation, particularly by increasing Aboriginal participation in law enforcement and the justice system, and sensitizing law enforcers** (Para 17, Compilation).

CEDAW and HR Committee were concerned about the situation of women prisoners, particularly women with disabilities, Aboriginal and ethnic minority women. Canada **was urged to: end the presence of male guards in female prisons; redesign its classification system for federal women prisoners; ensure girls are held in single-sex youth prisons or detention centres; and establish an external redress and oversight independent mechanism for federal women prisoners based on CHRC recommendations** (Para 16, Compilation). Amnesty International (AI) **called on Canada to establish an independent oversight body for federally-sentenced women prisoners, including a process for independent adjudication of decisions related to involuntary segregation**. FAFIA said women are subject to **more disadvantaged treatment** and more restrictive conditions of confinement than men (Para 23, Summary)

### **Suggested Questions and Recommendations**

- While congratulating Canada for its effort to achieve legal equality for Aboriginal women, ask what measures are planned to address the non-legal obstacles to equality, including the power of Indian Act Chiefs and Councils, and how are Aboriginal Women's organizations involved in the process
- Ask what percentages of Afro-Canadian and Aboriginal women hold decision making posts in federal and provincial public office, including the legislative powers, and if there are any measures planned to increase their numbers.
- While congratulating Canada for its laws allowing women to exercise their right to reproductive choice, ask what measures are being planned or taken to improve access to reproductive health services and to address the reproductive problems faced by women living in poverty, particularly Aboriginal women.
- Recommend that Canada reverts the budgetary costs in housing spending and social security benefits that affect mostly lone mothers, migrants, Aboriginal and ethnic-minority groups.
- While congratulating Canada for its achievements in lowering unemployment rates for women, ask if those rates have been disaggregated by ethnicity groups and if so, which are the unemployment rates for Aboriginal women. Also ask if any programmes exist for women with disabilities who seem to be disproportionately affected by unemployment.

- Recommend that Canada takes measures to face the problem of over-incarceration of Aboriginal, Afro-Canadian and other ethnic minorities' women as well as the poor conditions in which they are held, that affect women with disabilities as well.

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[1] These Guides were produced by the Sexual Rights Initiative, a coalition of organizations based in Africa, Asia, Eastern Europe, Latin America and North America whose mandate is to advance women's issues broadly and sexual rights issues in the Human Rights Council. For questions, comments, suggestions please contact Alejandra Sardá-Chandiramani at [alejandra@mulabi.org](mailto:alejandra@mulabi.org)