



## **RECOMMENDATIONS**

### ***Women in labor law and work-family life balance in the MENA region***

Madrid, 25 November 2010

**After the day of reflection on Thursday 25 November in Madrid, which has brought together READI members to think about and discuss the status of women in Family Law and the reconciliation of family life with work, the following recommendations have been made:**

1. It is necessary to consider and return women to the family as the mother of society, women are part of this nucleus and their role must be considered by taking into account this fact insofar as it involves reconciling the family and professional life of women.
2. Education is essential to change the employment situation of women.
3. Carrying out lobbying to make progress on some of the conclusions and commitments made at international summits and conventions.
4. Reporting contents that discriminate against women in Labour Law in MONA countries.
5. Education must play a core role in strengthening women, in removing discriminatory factors that still remain in the societies of the Middle East and North Africa.
6. Commitment to International Conventions, especially the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
7. Putting theory into practice (there are laws that have not yet seen the light of day). Laws have to be put into the context of the problems facing women today.
8. It is necessary the involvement of national and local organizations, as well as international associations.

9. We have to ask women about their problems, they must be the protagonists of these reforms. Supporting the free self-determination of women to choose their own place in the various socio-economic sectors of countries.
10. Informing women in rural areas, where they have less access to information, what their rights are.
11. Strengthening civil society: the work of NGOs has a special role here.
12. The situation of women cannot be analyzed as an isolated phenomenon; it must have the support of men and the entire civil society.
13. Promotion in countries where there is a lack of legislation providing legal status to protect women.
14. The importance of respecting human rights when it comes to immigrant communities.
15. Considering the great problem of refugees and displaced persons in the Middle East and, in particular, the situation of women and the problems caused by this influx (the largest in the world).
16. National associations should participate in developing national action plans.
17. NGOs should participate in all economic, political and social strategies.
18. Fighting for the implementation of a development strategy for rural women, regardless of the strategy of female intellectuals. The situation of rural woman has its specificities.