



Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women

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Summary record of the 2164th meeting

Held at the Palais des Nations, Geneva, on Thursday, 26 June 2025, at 10 a.m.

Chair: Ms. Haidar

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The meeting was called to order at 10 a.m.

Consideration of reports submitted by States Parties under article 18 of the Convention *(continued)*

Fifth periodic report of Chad (CEDAW/C/TCD/5; CEDAW/C/TCD/Q/5; CEDAW/C/TCD/RQ/5)

1. *At the invitation of the Chair, the delegation of Chad joined the meeting.*
2. **A representative of Chad**, introducing his country's fifth periodic report (CEDAW/C/TCD/5), said that the Government had a special department devoted to women, the Ministry of Women and Early Childhood, whose overall mission was to ensure gender equality and protect women's rights by mainstreaming them into all government policies and programmes. The Ministry was committed to: protecting women and children against all forms of violence, exploitation and discrimination; promoting reproductive health and education for girls and children in general; participating in the formulation and application of national policies and strategies concerning gender issues and child protection; drafting, coordinating, monitoring and evaluating programmes for the socioeconomic development of families and the promotion of gender equality; and initiating draft legislation for the promotion, protection and socioeconomic development of women and children.
3. Since the country's accession to the Convention, on 9 June 1995, legislative and administrative measures had been introduced to improve the status of women and eliminate all forms of discrimination against them. The fight against all forms of discrimination against women was enshrined in the Constitution. In particular, article 15 of the Constitution of 29 December 2023 guaranteed equality before the law, without distinction as to origin, race, sex, religion, political opinion or social position. Furthermore, the State had the duty to ensure the elimination of all forms of discrimination against women and to protect their rights in all areas of private and public life.
4. By law, a quota of 30 per cent had been set for women on the list of candidates for legislative, provincial and communal elections in order to promote women's participation in political life. As a result of that measure, more than 30 per cent of the members of the National Assembly (the fourth legislature) were women, which represented a major step towards achieving the Government's goal of parity.
5. Ordinance No. 003/PR/2025 of 21 January 2025 on the prevention and suppression of violence against women and girls in the Republic of Chad constituted an effective means of protecting Chadian women against all forms of violence.
6. With regard to education, over the five previous years, primary school curricula had been updated, with adjustments that included new teaching methods and a methodological approach that was better adapted to the country's educational realities. Themes related to education for peace, human rights and democracy had been incorporated into the curricula. As part of efforts to challenge gender stereotypes, initiatives had been implemented to enhance teaching training. One notable example was the Francophone Initiative for Distance Teacher Training, which aimed to improve the quality of teaching and learning for girls at school. That initiative had made it possible to define strategies to promote girls' access to education and keep them in school. The Government was continuing its efforts to promote gender equality in the education system.
7. It was estimated that 1 million refugees and displaced persons had arrived in Chad, primarily women and children. Caring for those people remained an ongoing challenge for the Government, which was also faced with economic and financial difficulties and crises linked to climate change.
8. The Government wished to express its determination to combat all forms of discrimination against women in Chad, despite the challenges it confronted. The Committee's specific recommendations and guidance would be necessary if the Government was to achieve its objectives in the fight against discrimination.

Articles 1–6

9. **Ms. Akia** said that the State Party was to be congratulated on the adoption of the Constitution in 2023, which expressly provided for equality between the sexes and the elimination of discrimination against women. However, there were still discriminatory provisions in some laws that contravened articles 14 and 15 of the Constitution and article 1 of the Convention. She wished to know what concrete progress had been made in identifying and eliminating those provisions. While laws provided for the elimination of all forms of discrimination against women and girls, they did not expressly cover disability as a ground for discrimination. The draft code on the person and the family provided an opportunity to address that situation; she would appreciate an update on its status.

10. She wondered what concrete steps had been taken to help formal and informal justice and law and order sector actors, including the judiciary, the police, prosecutors and religious and cultural leaders, to understand and apply the provisions of the Convention. She would also like to know whether the State Party had translated the Convention into local languages and raised public awareness about its provisions.

11. It would be useful to have further information on the measures taken to increase access to justice, end impunity and promote accountability, particularly with respect to the practice of blood money (*diya*); to address the plurality of laws; and to provide transitional justice and compensation for the various conflict-related abuse women encountered.

12. While the State Party was to be commended on the adoption of its first national plan of action for the implementation of Security Council resolution 1325 (2000) for the period 2023–2027, there were reports of a lack of parity in the implementation of the women and peace and security agenda. She therefore wondered what concrete measures were being implemented to ensure equal and meaningful participation of women and girls in decision-making with regard to that agenda and whether the State Party was collaborating with civil society, religious and cultural leaders and the private sector to implement effective strategies to promote the women and peace and security agenda, transitional justice mechanisms and the national plan of action.

13. The delegation might explain what gender-specific measures had been implemented to enhance security and ensure sustained emergency response, safety and social cohesion in the State Party, including at displaced persons' sites and refugee camps, and facilitate access to services for women and girls.

14. Lastly, given the security and humanitarian challenges that had a disproportionate impact on women and girls, she would like to know what specific actions the State party was taking to reduce the circulation of firearms and to promote disarmament, demobilization and community recovery.

15. **A representative of Chad** said that the process of adopting the draft code on the person and the family, which had been polished up and submitted to the Council of Ministers for consideration, was well under way.

16. **A representative of Chad** said that the national plan of action on Security Council resolution 1325 (2000) involved State actors, civil society and other stakeholders, including from the United Nations system. The plan was funded from the State budget and contributions from partners. There had been efforts to raise awareness about the objectives of the plan of action among members of civil society, traditional leaders, religious leaders and other actors in the field.

17. **A representative of Chad** said that Chad had successfully piloted a multifunctional centre at the National Women's Centre (Maison nationale de la femme), which provided psychosocial support, referrals, legal assistance, follow-up for victims of gender-based violence, social integration services and various forms of counselling. It had also put in place an information system for the protection of women and children, with support from the United Nations Children's Fund (UNICEF) and the United Nations Population Fund (UNFPA), which was used as a decision-making tool in Chad.

18. **Ms. Akia** said that she wished to know how the Government intended in practice to implement the laws that had been mentioned to help women and girls overcome current

challenges and ensure that they had access to justice. She wondered how the State Party was working to ensure that customary and religious laws did not take precedence over formal laws. She would also like to know why the State Party had signed but not yet ratified the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol).

19. **A representative of Chad** said that the payment of *diya* constituted civil reparation that could be settled between the parties and did not prevent the courts from taking legal action against and punishing perpetrators of crimes. Chad had put in place a number of mechanisms to ensure access to justice. Given the country's vast size, women and girls who were victims of discrimination often found it difficult to bring their cases to court. To remedy that situation, the Ministry of Justice and Human Rights had set up justice access offices in certain jurisdictions, which guided victims and referred them to the relevant courts. The Ministry was also introducing legal and judicial assistance services not only for women but for all vulnerable persons to provide them with improved access to justice. The process of ratification of the Maputo Protocol was under way.

20. **Ms. Draz** said that the State Party's comprehensive national machinery for the advancement of women appeared to be significantly constrained by inadequate resources, which limited its capacity to fulfil its mandate and support gender-sensitive post-conflict recovery. She would be grateful for an update on the financial, technical and human resources allocated to the machinery. She also wished to know what steps were being taken to ensure that the institutions comprising it, which included the Ministry of Women and Early Childhood, the Directorate General for Women and Gender Equity and the Observatory for the Promotion of Gender Equality and Equity, received sufficient and sustainable budget allocations, including for gender-sensitive post-conflict recovery, implementation of the women and peace and security agenda and transitional justice. She would welcome details of measures to strengthen the coordination of national and regional mechanisms and to ensure the successful implementation of laws and policies on gender equality and women's empowerment.

21. She wondered whether the State Party had conducted a progress assessment of the national gender policy, the challenges to implementation and opportunities for achieving substantive gender equality. She would be interested in learning about any key findings and next steps, particularly regarding support for women and girls during the recovery period following the coronavirus disease (COVID-19) pandemic and the humanitarian crisis. She would like to know how the Government ensured that the six strategic areas of the national gender policy were systematically integrated into the planning, budgeting, implementation and evaluation of national development strategies and programmes.

22. It would be useful to have a full account of the current efforts to strengthen data collection systems, particularly to ensure availability of data disaggregated by age, sex, location and disability, to better monitor the progress of the national machinery in advancing women's and girls' rights.

23. Lastly, she wished to know what concrete, measurable strategies the National Human Rights Commission intended to implement to make its complaints mechanisms more accessible to women and how it would evaluate the success of those strategies.

24. **Ms. Toledo Vásquez**, recalling that special measures were fundamental for achieving substantive equality between women and men, said that she would like to know whether the Government planned to adopt such measures to tackle poverty and food insecurity, which affected women and girls disproportionately. She would be interested to learn how the Government ensured women's equal participation in the design and implementation of policies on climate change and the use of land and natural resources, including policies to build the capacity and increase the productivity of women who worked in agriculture. Information on measures to ensure adequate nutrition for pregnant and breastfeeding women would also be welcome.

25. The Committee wished to know whether any affirmative action had been taken to increase the school enrolment of girls and to prevent child marriage, including the introduction of economic incentives for girls to remain in school, and whether the State Party had any programmes to eradicate illiteracy among women. It would also be useful to hear

about special measures to promote the equal participation of women in higher education, employment and the justice system, and any affirmative action for displaced, refugee and migrant women, Indigenous women or women with disabilities.

26. **A representative of Chad** said that progress had been made in the area of data collection to inform decision-making and public policy. For example, the Observatory for the Promotion of Gender Equality and Equity had collected data on the underrepresentation of women in decision-making bodies. According to recent figures, women held 32 per cent of posts in the Government, 34 per cent of seats in the National Assembly, 36 per cent of seats in the Senate and accounted for 46 per cent of the membership of the National Human Rights Commission. Women in leadership positions included the Deputy Speaker of the National Assembly, the President of the Court of Auditors and the chairs of four parliamentary committees.

27. **A representative of Chad** said that implementation of the national gender policy had commenced in 2019 with the drafting of the accompanying action plan. The Government intended to carry out an evaluation of that plan and would develop a new national action plan in preparation for the second-generation national gender policy. Similarly, the road map against child marriage and female genital mutilation, which had been implemented between 2019 and 2023, had been evaluated and a new road map produced for the period 2023–2027.

28. **A representative of Chad** said that the Government continued to advance gender equality in education through a programme of reforms and, in particular, participation in the Sahel Women's Empowerment and Demographic Dividend initiative. The aims of that initiative, which was supported by the World Bank and UNFPA, included improving girls' access to education and combating gender-based violence. Under the project, education support had been provided for 127,000 vulnerable adolescents, particularly girls, and 360 health professionals had been trained in meeting the needs of adolescents.

29. In addition, an in-depth study had been conducted with a view to mainstreaming gender equality in educational planning. The study had examined social norms, decision-making and support networks in order to better understand and overcome the obstacles to girls' education.

30. **A representative of Chad** said that significant efforts had been made to support girls' access to education and school retention, including in the areas of social communication, capacity-building of education actors and incentive measures such as the payment of tuition fees and the provision of school supplies and hygiene kits. All education projects and programmes took the gender dimension into account.

31. **A representative of Chad** said that the complaints mechanism of the National Human Rights Commission had been operational since early 2025; more than 3,000 complaints had been received. Civil society organizations had organized legal clinics throughout the country in order to support the submission process.

32. Following years of political upheaval, the Government and technical and financial partners were in the process of setting up a transitional justice system; the ordinary justice system would not be able to settle all cases at once. Customary law coexisted with, rather than taking precedence over, formal law, offering an alternative means of settling disputes.

33. **A representative of Chad** said that the National Human Rights Commission functioned in accordance with the principles set out in its mandate and was independent in terms of its activities and resources. The Commission had been accredited with category B status by the Global Alliance of National Human Rights Institutions and was working to address a number of issues with a view to obtaining category A status.

34. Although Chad did not have any laws that discriminated against women in terms of their access to resources, certain communities followed practices that created barriers to women's access to land. The Government had carried out awareness-raising among traditional and religious leaders in order to facilitate women's and girls' access to land on an equal footing with men.

35. **Ms. Akia** said that she wished to know whether judges, prosecutors and the officials of the National Human Rights Commission who dealt with complaints received training on

the Convention. She wondered what training traditional and religious leaders received on human rights and national laws.

36. **Ms. Toledo Vásquez** said that she wished to know whether any affirmative action had been taken to promote women's participation in government at all levels and whether women would be included in the design of the new transitional justice system.

37. **A representative of Chad** said that the Government had taken several measures to tackle harmful practices, including the provision of training on gender-based violence to 1,500 traditional, religious and community leaders. The delegation would provide the Committee with statistics on the situation of women and children in Chad, which had been compiled with the support of the United Nations Development Programme (UNDP).

38. **Ms. Rana** said that she wished to know what measures were being taken to address and counter harmful discriminatory stereotypes that persisted in education, the media and the justice system, reinforcing women's exclusion from leadership and decision-making. She would be interested to learn how the authorities engaged with men and boys, traditional and religious leaders and local communities to transform harmful social norms.

39. As female genital mutilation remained widespread, despite being expressly prohibited under the Constitution and the Maputo Protocol, she wondered how the Government monitored the implementation of its action plan to combat that phenomenon. How did the State Party address the continued use of customary practices such as *diya* and the forced marriage of rape victims, which perpetuated impunity and patriarchal control?

40. Survivors of gender-based violence faced stigma and fear of retaliation, while shelters and survivor support services were poorly funded and limited to urban areas. Consequently, she wished to know when the State Party would adopt a comprehensive law on gender-based violence in conformity with the Convention; what measures it was taking to provide justice, shelter and services for survivors, especially in rural, conflict-affected and displacement settings; and how such measures would be funded. It would be useful to hear about efforts to train the police, the judiciary and health workers in the gender-sensitive handling of gender-based violence cases.

41. Lastly, she would like to know what mechanisms were in place to prevent and respond to conflict-related sexual violence in line with the Committee's general recommendation No. 30 (2013) on women in conflict prevention, conflict and post-conflict situations. What reporting channels, protection services and justice were available to displaced women and girls?

42. **Mr. Safarov** said that the Committee was concerned at reports that Chadian mercenaries were involved in trafficking in Libya; that migrants had been recruited and forced to work in gold mines in northern Chad; that rural Chadian girls who travelled to towns in search of work were at risk of being trafficked for the purpose of sexual exploitation or forced into domestic servitude; and that trafficking victims were vulnerable to recruitment by armed groups. The establishment in the Criminal Code of the offence of trafficking in women and children and the adoption of Ordinance No. 006/PR/2018 of 30 March 2018 on combating human trafficking were welcome; however, he wished to know whether the State Party intended to adopt a new national action plan against trafficking. He would be interested to learn how many shelters had been set up to provide services to victims, and how the State Party regulated labour recruitment companies in order to prevent trafficking in women and girls. He wondered what steps the State Party was taking to combat traffickers' use of social networks to lure and exploit potential victims.

43. Information might be provided on the status of the criminal cases listed in paragraph 99 of the State Party's report. It would be useful to know what preventive measures had been introduced and to what extent NGOs participated in the fight against trafficking. Lastly, he would like to hear about any legal reforms that had been carried out in respect of trafficking, forced prostitution and forced labour, the terminology used, and the penalties that were imposed on perpetrators.

44. **A representative of Chad** said that he did not recognize the bleak picture of his country that the Committee had painted. *Diya* was a customary practice, used for the amicable resolution of disputes. The practice was not applied solely in cases involving women, and it

did not prevent cases from being referred to the ordinary justice system, which was functioning properly. In fact, the situation in the country, although not perfect, had improved enormously. Chad was a haven of peace in a region that was experiencing several conflicts, notably the ongoing war in the Sudan. The Government had kept the borders open, allowing up to 1.5 million refugees to enter the country. Measures for the protection of refugees had included the passage of the Asylum Act (No. 027/PR/2020) and the granting of land to women refugees. Moreover, NGOs were contributing to improvements in the lives of women and girls. For example, the Swiss NGO Women's Hope International had been working with a national NGO to deliver menstrual hygiene products for girls.

45. **The Chair** said that the Committee had a duty to assist the State Party in implementing the Convention in areas where further improvement was needed. Members' questions were based on reports received and were meant in a constructive spirit.

46. **A representative of Chad** said that the Government had launched a positive parenting programme under which it worked with communities to reverse negative trends and transform harmful social norms. That programme went hand in hand with the recently revised national strategy to combat gender-based violence, which covered the elimination of gender stereotypes, and the road map against child marriage and female genital mutilation.

47. Significant progress had been made in the area of access to justice and holistic care for survivors of gender-based violence. One innovation had been the establishment of integrated multisectoral service centres, which provided medical and psychosocial care, legal assistance and socioeconomic reintegration services. Two such centres had been established in the Province of Ouaddaï – which hosted a large number of refugees – and one at Baga Sola on Lake Chad, a conflict-affected area. The Government was working to expand the availability of services for victims of gender-based violence.

48. **A representative of Chad** said that various government ministries were working to align national laws with the Maputo Protocol. Advocacy had been undertaken with parliamentarians with a view to its eventual ratification.

49. The Minister of Health had instructed health centres and hospitals to provide free care in cases of rape. They were also required to produce a report for the investigating authorities so that perpetrators could be brought to justice.

50. **Ms. Rana** said that, despite the gaps in implementation that remained, the progress that had been made in the justice system was encouraging. It would be particularly helpful for the State Party to ensure that the Committee's recommendations were taken into account in the establishment of the transitional justice system.

51. **Mr. Safarov** said that trafficking in persons was a transnational crime that affected all countries. It would be useful to hear in more detail about the State Party's anti-trafficking efforts. He would be interested, in particular, in any measures designed to tackle cybertrafficking.

52. **A representative of Chad** said that trafficking in persons was prohibited under Ordinance No. 006/PR/2018 of 30 March 2018. The second national anti-trafficking plan, which had recently been approved, set out ambitious measures. His country would appreciate the Committee's support in ensuring the effective implementation of the plan.

53. **A representative of Chad** said that criminal cases were investigated and prosecuted by the relevant authorities and perpetrators were held to account. In Chad, the customary practice of *diya* was generally applied only in civil matters. The only exception was for murder cases, in connection with which a customary financial arrangement could be made.

54. **A representative of Chad** said that, in 2019, a decree had been adopted setting out the arrangements for the implementation of Act No. 7 of 9 May 2007, which protected the rights of persons with disabilities. The Act prohibited discrimination on the ground of disability status in education and training and exempted children with disabilities from the payment of school enrolment fees. Act No. 13 of 19 June 2023 provided for the creation of a national agency to protect and promote the rights of persons with disabilities.

55. **Ms. Barriteau** said that the Committee was concerned that, despite the establishment of a quota system for the representation of women in government and public and private

sector institutions and elected positions, women continued to be excluded from engaging in meaningful participation in decision-making processes. She wished to receive up-to-date disaggregated data on the number of women who sat on State-appointed boards, led diplomatic missions, had been appointed to roles in international organizations and occupied senior positions in public bodies, academia and defence and security forces.

56. It would be helpful to hear details of the planned timeline for the repeal of the discriminatory civil law provisions restricting women's political participation and for the achievement of gender parity in all public and private decision-making systems.

57. **A representative of Chad** said that his country was moving towards gender parity in decision-making bodies, as demonstrated by the statistics given previously.

58. The national plan of action on Security Council resolution 1325 (2000) was being implemented by the Ministry of Women and Early Childhood, with support from United Nations agencies and civil society organizations. The Ministry was also working with the Ministry for the Civil Service to introduce in the Labour Code new provisions for the inclusion of women. Civil society organizations were involved in women's empowerment initiatives and efforts to prevent gender-based violence. Outreach centres had been set up, including in very remote villages, to provide women with better guidance and advice.

59. **A representative of Chad** said that women accounted for approximately 65 per cent of public officials employed by the Ministry of Health. Thanks to the Government's efforts, large numbers of midwives had been trained and recruited.

60. **A representative of Chad** said that claims that women were excluded from decision-making processes were inaccurate. Although full gender parity had not yet been achieved, good progress was being made. The Government was making efforts, including through the adoption of legislation, to eliminate gender-based discrimination, which was rooted in tradition.

61. **A representative of Chad** said that some of the country's most active NGOs, including the Women's Associations Liaison Unit, were led by women. Women were also well represented in academia, and 60 per cent of university students were female.

62. **Ms. Barriteau** said that the State Party's progress towards achieving gender parity in public and political life was encouraging. She urged the authorities to take account of the Committee's general recommendation No. 40 (2024) on the equal and inclusive representation of women in decision-making systems.

Articles 7–9

63. **Ms. Al-Shukairi** said that the Committee was deeply concerned about the extremely low birth registration rate in the State Party, where an estimated 4 million children were unregistered and therefore unable to obtain access to healthcare, education and other essential services. She wished to know what steps the authorities were taking to ensure, as a matter of urgency, that all children – and especially girls – were able to obtain a legal identity. It would be useful to hear how the Government was addressing the financial, logistical and administrative barriers that prevented women, in particular those living in rural or conflict-affected areas or refugee settings, from proving their nationality and from transmitting it to their children and what steps were being taken to ensure that civil registration services remained universal, inclusive and affordable in both stable and crisis contexts, in particular for marginalized women and children, including nomadic, internally displaced and refugee populations. She wondered whether there were any awareness-raising or legal literacy initiatives in place to inform women of their rights in respect of nationality and civil registration. She wished to receive details of any data and accountability mechanisms intended to support women who had been denied their right to nationality. Lastly, the delegation might comment on whether the Government intended to renew or replace the 2022–2024 National Action Plan on Migration and whether any future iteration of the Plan would include targeted measures to safeguard women's rights to nationality and legal identity, particularly for women who were displaced or stateless or who were refugees.

64. **A representative of Chad** said that the Government, with technical and financial support from UNICEF, had opened a nationwide network of birth registration centres to ensure that all children were registered, without discrimination.

65. **A representative of Chad** said that efforts were being made to improve rural women's access to microcredit and agricultural cooperatives. In 2022, the Ministry of Women and Early Childhood had set up a national programme to promote social and economic empowerment, with a particular focus on the 78 per cent of women who lived in rural areas, and had earmarked more than 11 billion CFA francs (CFAF) over four years for a pilot programme designed to shore up rural women's resilience through initiatives in the areas of sustainable economic, social and environmental development. The Government had also set aside CFAF 3 billion for the development of income-generating activities for rural women.

66. **A representative of Chad** said that in refugee camps in the north of the country, the authorities had worked with the Office of the United Nations High Commissioner for Refugees (UNHCR) to set up a service for the issuance of replacement birth certificates. Following a request from UNICEF, the Ministry of Justice and Human Rights was examining the feasibility of abolishing fees for original and replacement birth certificates.

67. **A representative of Chad** said that the International Organization for Migration provided support for birth registration campaigns.

Articles 10–14

68. **Ms. Jarbussynova** said that she would like to hear about the implementation and monitoring of budgetary allocations specifically earmarked for promoting girls' education. She would be pleased to receive information about how the State Party ensured that education was inclusive and accessible for girls with disabilities and girls from nomadic and minority-language communities. She wondered how the Government enforced the legal ban on child and early marriage and ensured that married or pregnant girls remained in or returned to school. The delegation might provide details of programmes to combat gender-based violence in schools and on initiatives to address the shortage of female teachers, particularly in rural and underserved areas.

69. **A representative of Chad** said that the Government had established legal and policy frameworks for the promotion of girls' education, which were implemented by the Directorate for the Advancement of Girls' Education. Between 2019 and 2024, major progress had been achieved in primary education, with an enrolment rate among girls of nearly 84 per cent and a gender parity ratio of 0.85; the gross enrolment rate for girls at the lower secondary level was 34.5 per cent, with a gender parity ratio of 0.6. The country had received US\$ 25 million for the implementation of a partnership agreement on education reform, as well as support from partners, including UNICEF, to accelerate that process.

70. **A representative of Chad** said that no law prohibited the enrolment of pregnant girls in school and no cases of denial of admission had been reported; however, should such a case arise, the principal of the school concerned would be liable to a penalty. Order No. 101 of 2004 allowed all girls, including those with disabilities, to enrol in the educational establishment and, in the case of higher education, the course of their choice. The Ministry of Women and Early Childhood collaborated with the Ministry of Education on awareness-raising campaigns on the prevention of violence in schools. School clubs had been set up to reinforce those efforts and to handle any cases reported in their respective establishments.

71. **A representative of Chad** said that the law prohibiting child marriage had been enacted in 2015 and was enforced by judges. He, for instance, had represented a girl forced into marriage in the case brought against her parents and other individuals. The authorities took action whenever a case came to their attention, irrespective of who was involved, as demonstrated by the case a few years earlier of a parliamentarian who had been taken into custody for involvement in a child marriage.

72. **Ms. Jarbussynova** said that, despite the efforts made, Chad still had one of the highest child marriage rates in the world, which would suggest that further measures should be taken, such as community outreach, especially in rural areas. She would welcome further

information on the steps being taken to address the shortage of women teachers, particularly in underserved and rural areas, and to make education accessible and inclusive for girls from nomadic and minority-language communities and girls with disabilities.

73. **A representative of Chad** said that the Government had adopted a policy to provide assistance to women in higher education and women teachers in rural areas. In 2025, the Government had invested CFAF 3 billion to make enrolment in all universities and public schools free, which would help attract more girls and women. Most women teachers taught in the Arabic-language system.

74. **A representative of Chad** said that, while there was a reasonable number of women teachers, they were mostly assigned to posts in urban areas, chiefly because the difficult conditions in some rural or remote areas were not ideal for women. Nevertheless, efforts were under way to make rural postings more attractive for women teachers.

75. **A representative of Chad** added that the efforts included the adoption of healthcare packages and a wage increase.

76. **A representative of Chad**, noting the Committee's observations as to the insufficiency of the measures to prevent child marriage, said that the Government would consider stepping up awareness-raising activities among religious and traditional leaders in specific communities.

77. **Ms. Mu** said that, notwithstanding the positive measures taken by the State Party, gaps remained in women's enjoyment of equal employment and social protection rights. Accordingly, she wished to know whether the State Party had adopted specific measures to promote women's employment and re-employment; whether there were any targeted professional or skills training programmes for women to enhance their competitiveness in the labour market; whether there were appropriate recruitment mechanisms in place to ensure that women had equal access to employment opportunities rather than having to rely solely on personal connections; what measures had been taken to ensure equal pay for equal work; whether there were any specific legal provisions that protected women's right to paid maternity leave and ensured that marriage or childbirth did not result in job loss, limited promotion prospects or reduced pay; and whether there were any laws or policies specifically protecting women in the informal and private sectors, especially domestic workers, women with disabilities, women in mining and women in unpaid caregiver roles.

78. She would be interested to learn whether the State Party had adopted specific regulations and guidelines to protect victims of workplace sexual harassment, in particular in the private sector, whether there were any complaints mechanisms and, if so, of what kind. Lastly, she wondered whether the State Party collected gender disaggregated statistics on, inter alia, the proportion of time women spent on unpaid domestic chores and caregiving, the number of women business owners and the number of women employed in the public and private sectors.

79. **A representative of Chad** said that the Labour Code and the general civil service regulations were being revised to include provisions on women's recruitment; a joint committee had been set up for that purpose. A statistical yearbook on the situation with respect to the employment of women had been developed, with support from technical and financial partners, in particular UNDP. The efforts of the National Employment Office and the National Fund for Occupational Training were focused on women in rural areas, as they tended to have less access to education and most were engaged in farming and herding. Projects under the Sahel Women Empowerment and Demographic Dividend initiative had been rolled out in 17 provinces for a period of four years to create short- and longer-term jobs. Through World Bank and government funding, refugees and host communities received support to gain access to basic social services and means of subsistence, the latter chiefly through the creation of income-generating activities. Lastly, women heads of business who created jobs were exempt from taxes for five years.

80. **A representative of Chad** said that no law provided for different remuneration for women and men. Recruitment to the civil service was based on a person's academic credentials; therefore, a man and a woman with the same degree who were recruited to the

same position would earn the same salary. The only criterion that might result in different remuneration would be seniority.

81. **A representative of Chad** said that articles 341 et seq. of the Criminal Code dealt explicitly with the punishment of harassment. Proceedings in such cases could be initiated on the basis of a complaint lodged with the Public Prosecution Service. Terms for re-employment were laid down in employment contracts, which were regulated by the Labour Code.

82. **Ms. Mu** asked whether the State Party had a labour inspectorate to detect and address any problems such as discrimination and inequality in the workplace.

83. **A representative of Chad** said that women victims of harassment could receive psychosocial, legal and labour reintegration support, as well as referrals, at the Maison nationale de la femme and at counselling centres and integrated multisectoral service centres. The Government had an agreement with bar associations to ensure the provision of legal assistance for women who could not afford it.

84. **A representative of Chad** said that the National Employment Office regulated access to employment in the public and private sectors and had the power to conduct on-site visits to observe working conditions.

85. **Ms. Tisheva** said that, notwithstanding the progress achieved in women's health, maternal and infant mortality rates remained alarmingly high, food insecurity, acute child malnutrition and HIV/AIDS prevalence were also high, and harmful practices and gender-based violence were pervasive. That situation was due to illiteracy, poverty, sociocultural factors, gender inequality, gender stereotyping, ineffective legal and institutional frameworks and a lack of implementation mechanisms.

86. She wished to know how the State Party intended to ensure effective coverage of the healthcare needs of women and girls, including those most vulnerable; what plans it had for a comprehensive awareness-raising strategy on health issues, including sexual and reproductive health, to be conducted among all age groups, in local languages and with the cooperation of local authorities and women's NGOs; how it would ensure the provision of appropriate pre-, peri- and postnatal care and emergency obstetric care to women and girls in all cases and the provision of specialist health services for adolescent girls; and what the timeline was for decriminalizing abortion to guarantee safe abortion care and services, as well as the independence, autonomy and free choice of women in such situations. She also wished to hear about the steps being taken to ensure, amid cuts in bilateral and multilateral aid, the financial sustainability of the health sector, including sexual and reproductive health services and HIV/AIDS programmes.

87. **A representative of Chad** said that the President had made the modernization of the healthcare system one of his flagship projects. The goal was to establish health centres in large villages and ensure that district and provincial hospitals and teaching hospitals in large cities had the resources necessary to ensure universal access to high-quality care and thus significantly reduce maternal and neonatal mortality. Measures were also being taken to provide appropriate financing for the system. There were three health insurance schemes, including a non-contributory scheme through which vulnerable persons, including women, received healthcare services free of charge.

The meeting rose at 1 p.m.