



**Convention on the Elimination
of all Forms of Discrimination
Against Women**

Distr.
GENERAL

CEDAW/C/SR.125
7 March 1988

ORIGINAL: ENGLISH

COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

Seventh session

SUMMARY RECORD OF THE 125th MEETING

Held at Headquarters, New York,
on Tuesday, 1 March 1988, at 3 p.m.

Chairperson: Ms. BERNARD

CONTENTS

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

Improvement of the status of women in the Secretariat

Other matters

This record is subject to correction.

Corrections should be submitted in one of the working languages. They should be set forth in a memorandum and also incorporated in a copy of the record. They should be sent within one week of the date of this document to the Chief, Official Records Editing Section, Department of Conference Services, room DC2-750, 2 United Nations Plaza.

Any corrections to the records of the meetings of this session will be consolidated in a single corrigendum, to be issued shortly after the end of the session.

The meeting was called to order at 3.15 p.m.

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION (continued)

Second periodic report of Sweden (CEDAW/C/13/Add.6)

1. At the invitation of the Chairperson, Ms. Danielsson (Sweden) took a place at the Committee table.
2. Ms. DANIELSSON (Sweden), introducing her country's second periodic report, said that the report had been drawn up by the Equal Affairs Division of the Ministry of Labour in co-operation with various women's organizations. The Convention was an indispensable tool because the reporting procedure obliged the Government to determine whether progress had been made and evaluate the measures it had taken. The objectives of Sweden's equal-opportunities policy remained the same. Priority was still given to improving the conditions of women's work in the labour market, the changing role of men and the influence of women in society.
3. Her Government considered equality in the labour market one of the best ways to ensure overall equality in society. Equality would be achieved by a more just distribution of resources aimed at reducing not only differences between men and women, but also class differences in society. Sweden would soon reach the goal of equal labour-market participation for men and women. In that connection, her Government had become more aware of the close relationship between family policy, labour-market policy and the policy on equality between the sexes. The family policy was designed to create a good environment for children and provide economic support to families. In that regard, giving children and parents time for each other and combining parenthood with gainful employment was essential. At the same time, work must be adapted to new life-styles where both parents were employed.
4. Those considerations were the basis for a proposal on the equal-opportunities policy which would be presented to Parliament by the Minister responsible for equality affairs on International Women's Day. It consisted of a plan of action for the next five years and related to the questions of women in the economy; equality in the labour market, the educational system and the family; and women's representation in the decision-making and advisory bodies.
5. Her country had set the goal of ensuring at least 30-per-cent representation of women in governmental decision-making bodies by 1991, as compared to 16 per cent in 1987. The adoption of the plan of action reflected the importance which her Government attached to equality between men and women and its commitment to the Nairobi Forward-looking Strategies for the Advancement of Women.
6. The Equal Opportunities Act, which had been in force for eight years, was a very important instrument for improving the conditions of women in the labour market. The Equal Opportunities Ombudsman ensured that the provisions of the Act were observed. The report provided information on a number of minor changes made

(Ms. Danielsson, Sweden)

in the Act in recent years. In 1987, the Social Democratic Party had advocated increasing the length of parental leave from 12 to 18 months. The Government had agreed to carry out that measure at the beginning of the 1990s and had also decided that child-care facilities would be available as of 1991 for all children from the age of 18 months whose parents were working or studying. Those two measures were of utmost importance in efforts to combine active parenthood with gainful employment. It was hoped that the extension of parental leave would also make it easier for fathers to take advantage of their rights in that field.

7. Success in promoting equality depended on decisions by individuals on education, employment and the division of work at home between spouses. In that respect, equality between men and women could not be the subject of political decisions. The task of the Government was to determine the framework within which individuals would be able to make their own choices. Thus, the overall situation with regard to equality should be kept under constant review. That would benefit both women and society.

8. The CHAIRPERSON read out the questions which had been drawn up by Working Group I in connection with the second periodic report of Sweden and transmitted to the representative of Sweden the previous week so that she could prepare replies to them.

9. Ms. DANIELSSON (Sweden) replying to the questions, said that progress towards equality had been rapid in Sweden. There was basic agreement on the principle of equality between men and women throughout the country. In 1987 90 per cent of women 25 to 55 years of age were in the labour force, compared to 93 per cent of the men. The expansion of the public sector had played a vital role in improving opportunities for women in the labour market. Society had assumed many of the responsibilities traditionally carried out by women, such as care of children and the elderly. That had made it possible for women to enter the labour market and had created a demand for labour in a field where women had a comparative advantage. Thus, the policy to promote equality was an integral part of the policy to achieve full employment.

10. The labour-market organizations were very important in Sweden. Almost everyone in the labour market was a member of a trade union and many of the regulations governing the labour market were applied through collective bargaining. Swedish trade unions had fought to reduce wage differences and raise the lowest wages. That had been of great importance for women. The wage gap between male and female industrial workers had been substantially reduced. Women had also increased their participation in trade-union work and political activities, especially at the grass-root level. They currently comprised one third of the members of Parliament and municipal decision-making bodies.

11. Since the submission of the initial report, no substantial legal reforms had been necessary since there were no legal obstacles to equality in Sweden. Although much remained to be done before de facto equality was achieved, all the relevant statistics indicated that steady progress had been made. The remaining obstacles

/...

(Ms. Danielsson, Sweden)

to equality of women were the sex-segregated labour market, where men and women had different occupations and different working hours; the uneven sharing of the responsibility for household work and child care; and the comparatively low representation of women in decision-making bodies. According to labour-market surveys, only four out of 52 occupational groups had an equal distribution of men and women. In 16 occupational groups 90 per cent of the persons employed were of the same sex. The average work week was 41.4 hours for men and 32.7 hours for women. Women still had a double work-load and that was one reason for the large amount of part-time work among women. The comparatively low representation of women in decision-making bodies was found in both the public and private sectors. In 1986 there was, for example, no female managing director in any company registered on the Stockholm stock exchange. Out of 69 trade-union leaders only 10 were women.

12. There were specific crimes of which women in particular were the victims. The Minister of Justice had recently proposed to Parliament a bill aimed at improving the protection and support of victims of sexual offences. There were a number of activities designed to eliminate attitudes and practices based on stereotyped roles for men and women. Such activities were part of the work of the Ministry of Labour and Equality Affairs and the Government had earmarked resources for research in that area. At the local level, resources had been allocated to programmes for that purpose.

13. Before its ratification, copies of the Convention had been sent to various Swedish authorities and organizations for comment. Their views had been included in the proposal submitted to Parliament in 1980. The Convention had been translated and distributed to the authorities, political parties, and labour-market, women's and other non-governmental organizations. Those organizations had received copies of Sweden's reports to the Committee. In the Ministry of Labour, the report was used as information material and available free of charge to visitors. There was no reason to believe that there were any de jure or de facto disadvantaged groups with regard to the enjoyment of equal rights.

14. Referring to new measures to combat discrimination, she said that since the submission of the initial report, all occupations, including the defence forces, had been open to women. The Government had allocated funds to the Equal Opportunities Ombudsman to carry out a study of sexual harassment in the workplace. The results of the study had been sent out for comment to various authorities and to women's and other non-governmental organizations. The problem was primarily viewed as a question relating to the working environment which should be dealt with by the local labour-market organization.

15. The Commission on Equality between Men and Women, which was referred to in the report as the Equal Opportunities Commission, was independent of the Government. Its budget was decided upon annually through the normal budgetary procedures and its members were appointed by the Government. A special study was being conducted by the National Board for Consumer Policies to determine the extent of sex-discriminatory advertising and would be completed by the end of 1988. As part

(Ms. Danielsson, Sweden)

of its work, the Board had produced study materials which had been distributed to all schools and various organizations.

16. There were no proposals to prevent fathers from transferring their parental leave to mothers. The aim of government policy was to extend parental leave from 12 to 18 months and increase the time with full payment of benefits from 9 to 18 months in order to make it easier to share parental responsibilities. Various information activities were planned in order to increase the number of fathers taking parental leave. New statistics in that regard would be available in a few months. The Bill prohibiting representations of sexual violence or force, referred to on page 69 of the report, had been submitted to Parliament. Since it involved an amendment to the Constitution, it had to be voted on twice in Parliament and once in a general election. A commission had been set up to consider the question of violence in video tapes sold or hired for private use and would consider the imposition of some kind of censorship. Video tapes shown in public were already subject to censorship.

17. There had been no survey of prostitution since 1980 and there was no reason to believe that there had been any substantial changes in the situation since then. Prostitution in Sweden was considered part of a more complex social situation which was to be combated by various social-welfare measures. Prostitutes were often alcoholics or drug abusers concentrated in the larger cities. Special emphasis had been put on the risks of prostitution with regard to AIDS. The Ministry of Social Affairs had launched an AIDS-campaign, which included specific measures for prostitutes. There were a number of treatment rooms for prostitutes in Stockholm and more were being planned.

18. In 1986, approximately 6 per cent of all persons in senior ministerial and executive posts, or 112 persons, were women. A special survey of newly appointed persons in those posts showed that 14 per cent, or 17 persons, were women. Sixteen per cent of the higher executive staff of government offices were women. That represented an increase. Thirty-one per cent of the members of Parliament, or 108 persons, were women. Twenty-three per cent of the federal judges were women. The number of women in the judiciary was rapidly increasing. Forty-five per cent of the judicial trainees were women. There had been no significant changes in the number of women in ambassadorial positions or trade union posts since the preparation of the second periodic report.

19. The Council on Equality Issues, referred to on page 6 of the report, included all major non-governmental women's organizations. It met several times a year and discussed all important equality questions, including the implementation of the Convention. The main principle followed in Sweden when appointing persons to international delegations was to choose the persons most appropriate for the mission. There was no reason to believe that there were fewer women in such posts than in senior ministerial and executive posts. In recent years, there had been a female Minister for Foreign Affairs and currently women held the posts of Minister for International Development Co-operation and Under-Secretary of State for International Disarmament.

/...

(Ms. Danielsson, Sweden)

20. There had been no formal evaluation of the programmes introduced by the Equal Opportunities Commission aimed at encouraging the Government to consider non-traditional fields of study and work. Women and men up to the age of 55 had about the same level of education. Among persons over the age of 55, women were somewhat less educated than men. There had been no significant change with regard to the figures relating to secondary education in the second report. In the field of tertiary education, the most recent figures showed that women comprised 63 per cent of all new students in the field of culture and information, 54 per cent of all new students in the administrative, economic and social fields, 86 per cent of students in the field of health, and 23 per cent of students in technical disciplines.

21. Although there had been no significant change in the proportion of women entering vocational training in traditionally male areas since 1985, there was a small but steady increase in the number of female students in those areas. In 1987, 4,218 women had begun non-traditional vocational training. That represented 16.5 per cent of all women in labour-market training. Furthermore, 2,644 men, or 8.7 per cent of the men in labour-market training, had begun studies in non-traditional areas.

22. In 1987 a quota had been introduced in vocational training for production and maintenance engineering. The local authorities had to ensure that 20 per cent of the students were women in order to be entitled to state grants. Those measures would be evaluated in three years. In March 1988, Parliament would consider a proposal to make certain changes in vocational training. Special consideration would be given to measures to encourage women to undertake a wider range of vocational training. In addition to the measures to eliminate any stereotyped concept of the roles of men and women referred to on page 96 of the report, certain textbooks which paid particular attention to the question of equality between men and women would be examined. Women were still greatly under-represented in high-level teaching positions. Only 5 per cent of university professors were women. The Minister of Education was about to initiate a study on the procedures for the appointment of professors.

23. The average wages of women were between 70 per cent and 90 per cent of men's wages. The differences were due mainly to different occupations, qualifications and work arrangements. Women also had substantially longer periods of absence from work, which reduced their number of years at work. Although the goal of equal pay was almost achieved, the wage gap persisted because of the sex-segregated labour market. Owing to Sweden's highly progressive tax system, differences in men's and women's incomes were much smaller after taxes than before. There had been no new affirmative-action programmes to ensure that a minimum proportion of women were employed in both sectors. The labour-force survey for 1987 showed that the labour force included 80 per cent of women aged 16-64, 90 per cent of women in the 25-54 age group, and 83 per cent of women with children under the age of 7. There were no separate statistics for married women.

(Ms. Danielsson, Sweden)

24. Statistics showed that occupational changes for people in the labour force were rather rare. The Minister of Labour had recently asked the Central Bureau of Statistics to monitor the occupational distribution of persons entering the labour market. Under the Equal Opportunities Act, women had access to legal remedies in case of sex discrimination in employment in the public and private sectors. The normal procedure followed was mediation or conciliation.
25. The Equal Opportunities Act had been in force for eight years, and had been a very important instrument in improving the conditions of women in the labour market. The Equal Opportunities Ombudsman had ensured that the Act was observed. The Ombudsman, the Labour Court and representatives of the political parties had called for an evaluation of the Act, however; the Minister responsible for equality affairs intended to initiate an evaluation during 1988.
26. The current level of unemployment was 1.9 per cent for persons 16-64 years of age. There were no differences between the sexes in that respect.
27. There were extensive opportunities for part-time work. Under the Parental Leave Act, parents were able to work six hours a day if they had children under eight years of age. The possibilities of working part time were one factor behind the high participation in the labour market of women with small children. An urgent problem was that an increasing proportion of people, especially women, were in involuntary part-time employment; the Government had therefore allocated 60 million Swedish kronor for measures to reduce involuntary part-time employment. A total of 1,064,600 people (263,300 men and 801,300 women) were working 34 hours or less. A total of 209,000 employed persons worked less than they wanted, and 75 per cent of them were women.
28. Most health, social-security and pension benefits were regulated through collective agreements. Normally a person working a minimum of 17 hours a week had the same rights as full-time workers. Very few part-time workers worked less than 17 hours. In 1987 some changes had been made in the sickness-benefits scheme in order to improve conditions for part-timers, who now enjoyed the same rights as other employees.
29. It was expected that the target of providing child-care for all who needed it would be met by 1991. According to the Ministry of Social Affairs there had been a substantial increase in child-care facilities in recent years. Currently almost 80 per cent of pre-school children, except children staying home with a parent on parental leave, had access to child-care facilities.
30. Women had the same pension entitlements as men. All persons over 65 were entitled to an old-age pension. There was also a supplementary pension linked to earnings levels and years of work. In general, women had a lower supplementary pension, but on average women paid less and over a shorter period to the supplementary pension fund than men. The pension scheme actually distributed resources from men to women.

(Ms. Danielsson, Sweden)

31. There were some experimental projects to provide employment opportunities in the rural sector.

32. Ms. OESER said that the Swedish authorities had provided a detailed picture of the situation of women and of efforts to provide women the same opportunities as men in all areas of life and to develop equality. It seemed that second reports were no shorter than initial reports; guidelines were needed in that respect.

33. She noted from page 23 of the report that the second part of a study of harassment in workplaces was to be issued in 1987; she asked what criteria were followed in considering that problem. It was stated on page 57 that any legislation against sex-discriminatory advertising required an amendment to the Constitution; she asked whether the principles of equality of the sexes and legal protection against sex discrimination were on the same legal footing as the principle of freedom of the press and of speech; if that was so, it could be expected that freedom of the press could not infringe on the principle of equality between the sexes; each freedom had its own obligations. She asked for an explanation of the philosophy behind the explanations on page 57, and of current thinking in Sweden on the problem. On the subject of unemployment among young people (pp. 116-117) she asked how many 18- and 19-year-olds were currently unemployed and to what extent they took advantage of the opportunities of youth-team employment.

34. The policy on the development of child-care centres was of great interest; it would be commendable if by 1991 child-care facilities were sufficient to meet all needs.

35. Ms. GONZALEZ-MARTINEZ said that the Swedish Government had provided a very broad picture along with very concrete details about the status of women in Sweden. For many women in developing countries, the situation of women in Sweden was enviable. The Swedish Government had shown commendable political will in constantly seeking to improve the situation and identify problems. Problems of discrimination were referred to in both the initial and the second report. The representative of Sweden, in describing the Plan of Action for the next five years covering various aspects of the status of women, including quantitative targets, had indicated that the basis of any programme of action aimed at securing equality between men and women was that individual decisions about career and family matters must be respected; such matters could not be standardized through political measures or decisions. She too believed that it was of paramount importance to respect the personal wishes and the individuality of each and every member of society.

36. Ms. AKAMATSU said that Sweden had been the first country to ratify the Convention, and it was one of the most advanced countries in terms of the status of women. In relation to article 11 of the Convention, she asked when statistics would be available on the question of parental leave. She asked whether unfavourable phenomena arose when more and more women worked part time, in terms of lower salaries, less responsibility and less job security. She also asked what

(Ms. Akamatsu)

kind of measures were to be taken in respect of involuntary part-time work. She noted that, even in Sweden, widows, but not widowers, were entitled to special pensions (p. 142). Many countries, including Japan, did not provide pensions to widowers, but since Sweden had a philosophy of ensuring complete equality between women and men, she wondered whether there was criticism of the pension system on the part of widowers.

37. Ms. CORTI said that it was clear that much had been done in Sweden in the transition from a policy of simple equality to one of equal opportunities. Sweden was a pioneer not only for developing countries but also for developed countries; its achievements in promoting the advancement of women were often cited as an example, and those achievements were well reflected in the report. She had been surprised to learn from page 72 of the report that women in Parliament were mostly represented on standing committees concerned with social-welfare and cultural questions, while men predominated in the standing committees dealing with taxation, foreign affairs and defence. She asked whether efforts were being made to encourage women to participate in the male-dominated areas.

38. She asked whether part-time work was a handicap for career women. She also asked about relations between trade unions and the Ombudsman, and which opinion prevailed if their views differed.

39. It was apparent that discrimination still existed in Sweden because of the disproportion between traditional women's jobs and traditional men's jobs; she asked how the Swedish Government planned to regulate the labour market in order to remove the discrepancy between the small number of areas open to women and a much broader range of possibilities for men. She requested further information on vocational-training programmes for the labour market and on hiring practices, and whether women had equal access to jobs.

40. Environmental policy was not mentioned in the report although Sweden was very advanced in that respect, and its policy had been promoted by Swedish women's organizations. She asked for further information about the system of quotas for political parties established in the Plan of Action described in the introductory statement.

41. Ms. GUAN Mingqian asked for details about the final report which the Special Committee to review the question of women's representation in governmental bodies was to have submitted during the spring of 1987 (p. 77) and asked how the Government planned to fulfil its aim of increasing the proportion of women on agency boards and committees of inquiry.

42. Ms. NOVIKOVA said that the report of Sweden was very informative and provided varied information demonstrating the de facto affirmation of the rights of Swedish women. A genuine desire to ensure equality, and openness in sharing problems, were shown both in the report and in the introductory statement. She noted the emphasis in the report on the real distribution of responsibilities within the family in respect of child care and housework. She asked how often men took advantage of

(Ms. Novikova)

paternal leave. With reference to the special programme to involve men in pre-school education, she asked whether the obstacles to men's participation had been analysed and what was being done to expand the participation of men in predominantly female professions, particularly pre-school and school education and health care. It was surprising that in a scientifically and technologically advanced country like Sweden so few women entered technical professions; she asked whether measures were being taken to assist women who wished to pursue higher technical studies.

43. In respect of unemployment, she agreed with Ms. Gonzalez-Martinez that the idea of equality included the freedom of choice of each individual man and woman, and help in achieving their life aspirations. Many women found self-fulfilment within the family: part-time work could enable such women to combine their professional and family roles, but it was regrettable that women were forced to accept part-time work. She asked what effect part-time work had on pensions and on calculating length of service for pension purposes.

44. Ms. WADSTEIN, referring to the question of whether the goal of equal pay was being achieved, asked the representative of Sweden to give a more specific reply as to the kinds of work referred to: did she mean equal pay for work of equal value or equal pay for equal work?

45. Ms. PILATAXI DE ARENAS asked the representative of Sweden what specific action was being taken to improve the status of women in line with the Nairobi Forward-looking Strategies, which provided the goals to be pursued by all women.

46. Referring to articles 1 and 11 of the Convention she inquired what strategy underlay the relevant Swedish legislation. In spite of the progress achieved, women still had to gain entry into some occupational areas in Sweden, such as industry and technology. She wondered what the quotas were for political parties and, while praising the campaign to increase the representation of women in industry, she asked what progress it had made so far.

IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

47. Ms. PULIDO DE BRICEÑO (Assistant Secretary-General for the Improvement of the Status of Women) said that the appointment of a Co-ordinator for the Improvement of the Status of Women in the Secretariat had been the result of pressure applied by a group of women working at the United Nations who had realized that inequality had to be combated in the Organization itself. They saw the low status of women in the United Nations Secretariat as being at variance with United Nations resolutions on the equality of women. Women delegates to the United Nations had joined with that group and obtained the creation of a post of Co-ordinator for the Improvement of the Status of Women in the Secretariat. The mandate which she had received upon her appointment in March 1985 had emphasized the Professional category, which was the most vociferous group and also had the most access to decision-making.

(Ms. Pulido de Briceño)

48. At that time, women had accounted for only 23.1 per cent of staff members in posts subject to geographical distribution. Most women in the Secretariat belonged to the General Service category, who had limited career prospects. Prospects were not much better for women in the Professional category, whose advancement was often blocked at the P-4 level. Promotions within the Organization often depended on "working the system" and women often did not even apply for senior posts for which they were qualified. Women often did not even demand their rights or press allegations of discrimination, being unaware of the channels open to them. The same applied to such important facilities as parental leave, part-time work and unpaid leave.

49. Referring to the relevant report of the Secretary-General to the Fifth Committee (A/C.5/42/24), she reviewed the work done by the Steering Committee, whose recommendations were summarized in annexes III and IV to that report. Since the adoption of the Steering Committee's third report in August 1987, a pleasing increase of 3 per cent had taken place in the number of women filling posts subject to geographical distribution. She deplored the number of women working for many years on short contracts.

50. The CHAIRPERSON noted from the Secretary-General's report (A/C.5/42/24) that the General Assembly had a target of 30 per cent for the representation of women by 1990. She wished to know whether it was likely to be achieved.

51. Ms. PULIDO DE BRICEÑO (Assistant Secretary-General for the Improvement of the Status of Women) replied that that depended on a special ad hoc promotion campaign. However, with the retrenchment, about 28 women would need to be recruited per year. The problem was political influence, because when Governments appointed someone to fill a foreign posting, they inevitably chose a man already inside the power structure.

52. The CHAIRPERSON asked if it was not lack of self-confidence and family commitments that discouraged women for applying for such posts.

53. Ms. PULIDO DE BRICEÑO (Assistant Secretary-General for the Improvement of the Status of Women) agreed. At the meeting at which the Fifth Committee had discussed the Secretary-General's report, representatives had spoken on their own behalf, without considering it necessary, it seemed, to receive instructions from their Governments. Since 1970 a large number of General Assembly resolutions on women had been unanimously adopted, but little or nothing was known about those resolutions in the representatives' countries. Hence, it was difficult to gauge their effect.

54. She also deplored the lack of solidarity in the Secretariat between women who had already obtained their Professional posts and those in General Service posts, many of whom had recently obtained degrees. She also called attention to the classification of posts in the General Service category. Due recognition should be given to management skills and to decision-making in secretarial jobs.

(Ms. Pulido de Briceño)

55. On the vital subject of child care, she emphasized the pressure of life in New York in particular, where child care was expensive and allowances low. In other duty stations, in Latin America and Asia for example, it was much easier to obtain child-care providers.

56. Ms. GONZALEZ-MARTINEZ congratulated the Assistant Secretary-General on her overview of the position of women in the Secretariat and said that she shared her concern for the advancement of the careers of women working there.

57. Unfortunately, the Committee's terms of reference did not include the issuing of decisions or recommendations. She hoped that the dissemination of information on such subjects would raise consciousness.

58. It was unfortunate that, despite United Nations resolutions regarding the importance of increasing the representation of women in the Secretariat, internal promotions in the Professional and higher categories usually went to men. Fortunately, there were some exceptions.

59. Ms. EWITT commented that it was ironic that on the fortieth anniversary of the Universal Declaration of Human Rights, women were making little progress within the Organization itself.

60. She recalled that at the Committee's fifth session, a recommendation had been made regarding action on that subject; she also recalled article 8 of the Convention, which mentioned international organizations. She wondered whether it might not be appropriate for the Committee to make a further statement on that subject at the current session.

61. The CHAIRPERSON agreed that reiterating the Committee's position could be beneficial. However, States parties were making negligible efforts to increase representation of women at the diplomatic level. For a woman to attain a high-level post, she had to be "one of the boys".

62. Ms. WADSTEIN said that, while it was true that Governments nominated candidates for posts in the Secretariat and had great influence in that respect, it must be acknowledged that some difficulties existed within the United Nations system itself. A number of Swedish women had complained that when they had expressed the wish to join the Swedish peace-keeping forces in Cyprus in order to work, for example, as dentists they had been informed that the United Nations authorities in Cyprus reserved such occupations for men.

OTHER MATTERS

63. Ms. TALLAWY said that, in its report to the General Assembly, the Committee might wish to consider making recommendations on the following points: participation in the Committee's sessions by non-governmental organizations and the specialized agencies; the practical relationship between the Committee and the Commission on the Status of Women, particularly with regard to the possible

(Ms. Tallawy)

provision by the Commission to the Committee of information submitted by Governments to the Commission; assistance to some countries in preparing their reports for submission to the Committee; the issue of whether the Committee could avail itself of funds set aside for United Nations technical-assistance activities, in order to develop a prototype for co-ordinating information on women; and the activities of the Meeting of the States Parties to the Convention.

64. Ms. CREYDT (Secretary of the Committee) explained that the specialized agencies and the relevant non-governmental organizations received all the necessary documents and information concerning the Committee.

65. With regard to the relationship between the Committee and the Commission on the Status of Women, the Committee secretariat was already giving careful consideration to the reports submitted to the Commission by Governments. However, it must be borne in mind that information submitted by the non-governmental organizations tended to be more comprehensive.

The meeting rose at 6.10 p.m.