



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

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# COMMITTEE ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN

Fourth session

SUMMARY RECORD OF THE 62nd MEETING

Held at the Vienna International Centre, Vienna, on Friday, 1 February 1985, at 10 a.m.

Chairperson: Ms. BERNARD

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Adoption of the report of the Committee on its fourth session (continued)

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# The meeting was called to order at 10.05 a.m.

ADOPTION OF THE REPORT OF THE COMMITTEE ON ITS FOURTH SESSION (continued) (CEDAW/C/1985/L.1 and Add.1-10)

# Document CEDAW/C/1985/L.1/Add.1 (continued)

# Paragraph 21

1. <u>Ms. OESER</u> (Rapporteur) said that, as a result of informal consultations, both sides had agreed to the following compromise: The Committee should adopt Ms. Biryukova's amendment to paragraph 22. In accordance with Ms. Wadstein's proposal, the second sentence of paragraph 21 should be ended after the words "stereotyped patterns", and the rest of the existing text should be deleted. The following sentence should be inserted at that point:

"One expert mentioned that Canada too seemed to be aware of the problem connected with the existing job-segregation. This put less worth in practice to the principle of 'Equal pay for equal work'. It was therefore asked if equal pay for work of comparable worth was an issue in Canada. Were men being persuaded to take so-called women's jobs?"

The rest of the existing paragraph would be deleted.

- 2. It was so agreed.
- 3. Paragraph 21, as amended, was adopted.

#### Paragraph 22

Ms. BIRYUKOVA proposed the following text:

"Some experts noted that the principle of equal pay for equal work is not observed in Canada in the industrial, juridical sectors, in public health and education, which is borne out by the statistical data contained in the report of Canada (pages 188-189). The female teachers earn 62.7 per cent of what male teachers with similar qualifications receive, and the average salary of women is 65 per cent that of men.

They asked for specific examples of legislative and other measures which might have been taken by the Canadian Government to ensure the observance of article 11.1 (d) of the Convention and wondered whether any sanctions were taken against employers who violated the principle of equal pay for equal work."

5. That proposal was adopted.

# 6. Paragraph 22, as amended, was adopted.

# Paragraph 23

7. <u>Ms. OESER</u> (Rapporteur) said that Ms. Wadstein proposed that the first sentence should begin: "More clarification was sought on the Income Tax Act, ...".

# (Ms. Oeser, Rapporteur)

8. She further proposed that a new sentence should be inserted at the end of the existing paragraph, to read:

"Was income tax proportionate or progressive, and were the incomes of spouses taxed separately or jointly?"

#### 9. Those proposals were adopted.

10. <u>Ms. IDER</u> proposed that paragraph 104 of the summary record of the 48th meeting be reflected in the report, by the following additional sentence to paragraph 23:

"An expert was concerned about the low percentage of the available child-care facilities and sought information on the ratio of available places to the number of children in the relevant age bracket. A few experts inquired about the cost of child-care facilities."

# 11. It was so agreed.

# 12. Paragraph 23, as amended, was adopted.

#### Paragraph 24

13. After a brief discussion, the CHAIRPERSON said that there appeared to be agreement on amending the first sentence of the paragraph to read:

"Some experts were concerned about women in rural areas, households and farming, in particular their coverage by social welfare services."

#### 14. That amendment was adopted.

15. Ms. IDER proposed that the last sentence should read:

"An expert sought information as to whether women in part-time employment were covered by the same pension and social security schemes as full-time workers."

16. It was so agreed.

# 17. Paragraph 24, as amended, was adopted.

#### Paragraph 25

18. <u>Ms. OESER</u> (Rapporteur) proposed that the last sentence of the paragraph should be deleted because its meaning was unclear.

19. It was so agreed.

# 20. Paragraph 25, as amended, was adopted.

# Proposed new paragraph

21. <u>Ms. OESER</u> (Rapporteur) said that Ms. Biryukova wished to propose insertion of the following new paragraph after paragraph 25:

# (Ms. OESER, Rapporteur)

"Some experts were of the opinion that many of the Convention's provisions, and particularly those of articles 2, 3, 10, 11, 12, 13, 15 and 16 were not being implemented in Canada, and that the Canadian Government still had much to do in order to eliminate not only legal but also de facto discrimination against women in its country."

22. <u>Ms. EVATT</u> observed that that text had been taken from paragraph 79 of the summary record of the forty-eighth meeting (CEDAW/C/SR.48), with the omission of the word "yet" from the phrase "were not yet being implemented in Canada." Furthermore, only one expert had held that opinion, not some experts.

23. <u>Ms. BIRYUKOVA</u> agreed to the reinstatement of the word "yet". However, it was clear from paragraphs 67, 69 and 72 of the same summary record, referring to the same articles of the Convention, that there were some experts of the same opinion.

24. <u>Ms. CARON</u> said that she would not object to saying "two experts" provided that the contents of paragraph 80 of the summary record, which reflected the congratulations expressed on the progress made in Canada on implementing the Convention and made it clear that Canada had not violated the Convention, were also taken into account.

25. <u>Ms. IDER</u> said that it was not the usual practice to count the number of people in favour of one view or another.

26. <u>The CHAIRPERSON</u> suggested that in a spirit of compromise the proposed new paragraph should consist of the proposal by Ms. Biryukova taken from paragraph 79 of summary record CEDAW/C/SR.48 plus paragraph 80 of the same summary record, as proposed by Ms. Caron, appropriately worded by the Secretariat, with the use of the words "some" and "few" as the Secretariat considered most suitable.

27. It was so agreed.

28. The new paragraph was adopted.

Document CEDAW/C/1985/L.1/Add.7

Paragraph 1

29. Paragraph 1 was adopted.

#### Paragraph 2

30. <u>Ms. CARON</u> said that the answers given by the Canadian representative, were inadequately reflected in the report, in comparison with the reflection of other representatives' replies. The summary records were more complete and should perhaps be made an integral part of the report. She therefore suggested that the following text should be added to paragraph 2:

"The representative of Canada stated that it would thus not be possible to state in any way that Canada was in violation of the Convention, since the facts as outlined indicated that everything possible was being done to ensure that the objectives of the Convention were being pursued in Canada.

(Ms. Caron)

"Canada had, however, been very honest in its assessment of where matters stood or at least had stood in 1982, the terminal date for its Report. It had indicated that much remained to be done. But in a democracy such as Canada, Governments could not impose a view or attitudes on the people. They could, as Canada had done and was continuing to do, create the right conditions and ensure that there were no structural barriers; but in the final analysis, real equality between men and women could only be achieved when men and women themselves accepted the concept personally and totally in their minds and hearts."

31. The CHAIRPERSON suggested that the proposed text should be summarized.

32. <u>Ms. CARON</u> pointed out that in some cases complete summary record texts had been included in the report, and the text she had just proposed was equally important and should not be omitted.

33. <u>Ms. OESER</u> (Rapporteur), referring to the comments concerning the balance of the report, said that the number of paragraphs devoted to each country was as follows: Canada: 39; Bulgaria: 51; Austria: 51; Yugoslavia: 35; Panama: 38. Turning to the proposed amendment, she asked whether Ms. Caron could agree to including only the first sentence, on violation of the Convention, in the report.

34. <u>Ms. REGENT-LECHOWICZ</u> said that since two and a half pages had been devoted to questions on Canada, and three and a half pages to replies, and since six pages and four pages respectively had been devoted to Bulgaria, it could not be said that a balance had been maintained.

35. <u>Ms. EVATT</u> proposed that in addition to the one sentence suggested by the Rapporteur, paragraph 3 of the summary record of the 54th meeting (CEDAW/C/SR.54) should be included.

36. <u>Ms. SMITH</u> said that balance related to quality as well as quantity, and a number of important points in Canada's report had not been included. She fully supported the inclusion of paragraph 3, as suggested by Ms. Evatt.

37. Ms. BIRYUKOVA also agreed to Ms. Evatt's proposal.

38. <u>Ms. CARON</u> said that she could agree to the use of her original first sentence, plus paragraph 3 of the summary record, provided that the following was added:

"He said that the Government of Canada had been very honest in its assessment, and trusted that that honesty had not been misunderstood or misplaced."

39. It was so agreed

40. Paragraph 2, as amended, was adopted.

- Paragraphs 3-11
- 41. Paragraphs 3-11 were adopted.

#### Paragraph 12

42. <u>Ms. SMITH</u> preferred the wording contained in paragraph 25 of summary record CEDAW/C/SR.54 to the existing wording for paragraph 12. She therefore proposed that paragraph 12 should be worded to read:

"Concerning the Indian Act, the representative explained that the historical reasons behind its adoption had never been fully documented but it appeared to be an attempt to assimilate Indians into the new Canadian society and culture, which policy was no longer supported by Canadian governments. However, amendments to remove existing discrimination had been introduced in the House of Commons at the most recent session of Parliament with the support of all political parties."

#### 43. It was so agreed.

44. Paragraph 12, as amended, was adopted.

# Proposed new paragraph

45. <u>Ms. SMITH</u> proposed that a new paragraph should be inserted after paragraph 12, worded exactly as paragraph 26 of summary record CEDAW/C/SR.54.

- 46. It was so agreed.
- 47. The new paragraph was adopted.
- Paragraphs 13-18

48. Paragraphs 13-18 were adopted.

49. The CHAIRPERSON said that the Committee had now concluded its consideration of the section of the report dealing with Canada, and should next turn to the section on Bulgaria contained in document CEDAW/C/1985/L.1/Add.2.

50. It was so agreed.

# Document CEDAW/C/1985/L.1/Add.2

51. <u>Ms. PEYTCHEVA</u> agreed with the views expressed by Ms. Caron and Ms. Regent-Lechowicz regarding the balance between questions and replies. A number of questions on Bulgaria's report had indicated that the report had aroused great interest and that its examples might be of use to other countries. It was strange, therefore, that the questions should have been given greater coverage than the replies. While the summary records did not always completely objectively reflect the statements made by national representatives, in response to the appeal by the Chairperson to work in a spirit of compromise, she would agree that all amendments could be based in principle on the information contained in the summary records.

52. <u>The CHAIRPERSON</u> asked the Secretariat, in view of the opinions just expressed, how the reports had been compiled, and what criteria had been used to ensure a balance.

53. <u>Ms. CREYDT</u> (Secretary of the Committee) said that the Secretariat followed the discussions and presentation of Government replies. Drafters and précis writers attended the Committee's meetings and took notes. The main ideas were then

# (Ms. Creydt, Secretary of the Committee)

summarized, and the result was cleared by different people to make sure that the text was in line with the deliberations. The Rapporteur had the final say.

54. The CHAIRPERSON said that the Committee might at a future session consider the problem in detail and perhaps provide guidelines for its reports, highlighting the aspects it felt were essential to achieve a proper balance.

# Paragraph 1

# 55. Paragraph 1 was adopted.

# Paragraph 2

56. <u>Ms. OESER</u> (Rapporteur) read out the amendments to paragraph 2 submitted by Ms. Peytcheva. In the fifth line, "at the time of ratification" should be changed to "even before ratification" and the remainder of paragraph 2 should be replaced by the following text:

"The proclamation, 40 years ago, of the <u>de jure</u> equality of women marked the beginning of a long process for the attainment of <u>de facto</u> equality. This had involved the creation of specific economic and social conditions that had made it possible to guarantee the full integration of women in all areas of life. Those guarantees flowed from the very essence of the socialist society in the People's Republic of Bulgaria, a society based on the public ownership of the means of production, a planned economy and the constant improvement of the social infrastructure."

57. It was so agreed.

# 58. Paragraph 2, as amended, was adopted.

# Paragraph 3

59. <u>Ms. OESER</u> (Rapporteur) said that Ms. Peytcheva proposed that the words "enhance the position" should be amended to "increase the role". Furthermore, she requested that a full stop be placed after the word "professions" in the eleventh line of the paragraph and that the following text be added at that point: "This had been a result of the improvement in women's educational and vocational level. In 1983-1984, women had accounted for 52 per cent of all students at higher institutes of education. She also referred to the special attention ...".

60. It was so agreed.

# 61. Paragraph 3, as amended, was adopted.

# Paragraph 4

62. <u>Ms. PEYTCHEVA</u> point out that in the Russian text, the adjective "equitable" in the phrase "equitable participation in social life" had been incorrectly translated and should be amended accordingly.

63. Paragraph 4 was adopted with that understanding.

#### Paragraph 5

#### 64. Paragraph 5 was adopted.

#### Paragraph 6

65. <u>Ms. OESER</u> said that Ms. Peytcheva proposed that the remainder of the text of paragraph 6, following the words "spare time" in the second line, should be replaced by: "and also to lighten their family obligations in the area of child care. By way of example, she pointed out that the State was concentrating its efforts on the construction of an extensive system of children's centres - nurses and kindergartens - so as to fully satisfy the needs of families, and 90 per cent of the expenses involved in operating the kindergartens were borne by the State."

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66. It was so agreed.

67. Paragraph 6, as amended, was adopted.

Paragraph 7

68. <u>Ms. OESER</u> (Rapporteur) said that Ms. Peytcheva proposed that the beginning of paragraph 7 should read: "Finally, the representative highlighted the major accomplishments of the Government's social policy achieved after the adoption of the Convention, an expression of which had been Decree No. 16 ...".

69. It was so agreed.

70. Paragraph 7, as amended, was adopted.

#### Paragraph 8

71. <u>Ms. MACEDO DE SHEPPARD</u> said that, in accordance with previous practice, the words "The Committee" at the beginning of the paragraph should be amended to "Most experts".

#### 72. It was so agreed.

73. <u>Ms. SMITH</u> said that she would support a reference to the achievement of the Bulgarian Government, which had impressed many of the experts. However, she proposed that the word "frank" should be deleted since it had not been used in the debates.

# 74. It was so agreed.

75. <u>Ms. BIRYUKOVA</u> proposed that an additional sentence should be added to the end of the paragraph to the effect that some experts had expressed the opinion that the report of Bulgaria was a model of its kind.

76. <u>Ms. CARON</u> said that that had been the opinion of one expert. If Ms. Biryukova's proposal was adopted, she would propose a further sentence stating that one expert had expressed scepticism about the perfect situation described in the report, followed by the second sentence in paragraph 30 of summary record CEDAW/C/SR.49. 77. Following a discussion, in which <u>Ms. IDER</u>, <u>Ms. REGENT-LECHOWICZ</u>, <u>Ms. MACEDO DE SHEPPARD</u>, <u>Ms. de RECO da COSTA SALEMA</u>, <u>Ms. EVATT</u>, <u>Ms. EL-FETOUH</u>, <u>Ms. GUAN MINQIAN and Ms. ILLC</u> took part, <u>Ms. BIRYUKOVA</u> said that she withdrew her proposal. With reference to Ms. Caron's proposal, she pointed out that only one expert had used the word "scepticism" regarding the Bulgarian report.

78. <u>Ms. PEYTCHEVA</u> pointed out that the Bulgarian representative had in any case admitted that there were still problems which were associated with development generally.

79. After further discussion, <u>Ms. OESER</u> (Rapporteur) suggested the addition of two sentences to paragraph 8, to read: "Many experts on the Committee were impressed by the achievements of the Bulgarian Government concerning the status of equality between men and women in that country. Some experts, however, expressed some scepticism about the perfect situation described in the report." If the Committee adopted those two sentences, paragraph 10, which made much the same point as the second sentence, could be deleted.

80. It was so agreed.

81. Paragraph 8, as amended, was adopted.

#### Proposed new paragraph and paragraph 9

82. <u>Ms. LAIOU-ANTONIOU</u>, supported by <u>Ms. IDER</u>, said that, in order to reflect the association between social liberation and women's liberation, a new paragraph should be inserted after paragraph 8, to read: "Some experts stressed the close link between social liberation and women's liberation."

83. <u>Ms. REGENT-LECHOWICZ</u> said that paragraph 9 was overlong and too detailed about the questions put by the experts on the protection of motherhood. It should be condensed in order to leave room for the important issues touched on in the Government's replies, as they appeared in the relevant summary record.

# 84. Further consideration of paragraph 9 and the proposed new paragraph was deferred.

#### Paragraph 10

85. Ms. OESER (Rapporteur) recalled that, as a result of the amendment to paragraph 8, it had been agreed to delete paragraph 10.

- 86. It was so decided.
- 87. Paragraph 10 was deleted.

Paragraphs 11 to 13

88. Paragraphs 11 to 13 were adopted.

Paragraph 14

89. The CHAIRPERSON suggested that the Secretariat be requested to reformulate the phrase "not professionally organized prostitution" in the first sentence.

- 90. It was so agreed.
- 91. On that understanding, paragraph 14 was adopted.

Paragraph 15

92. <u>Ms. EL-FETOUH</u> suggested that the word "statistical" be inserted in front of the word "methods" at the end of the penultimate sentence.

93. It was so agreed.

94. Paragraph 15, as amended, was adopted.

Paragraph 16

95. <u>Ms. REGENT-LECHOWICZ</u> asked whether it was correct to refer to Bulgaria as an agrarian country.

96. <u>Ms. PEYTCHEVA</u>, supported by <u>Ms. GONZALEZ</u>, proposed that the words "an agrarian country" should be deleted and the following phrase, taken from paragraph 3 of document CEDAW/C/SR.50, added to the end of the paragraph: "considering the high proportion of women in Bulgaria's agricultural labour force."

97. It was so agreed.

98. Paragraph 16, as amended, was adopted.

Paragraph 17

99. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed amendment to the second sentence: "Another expert asked whether Bulgarian men fully contributed with their share of household duties ...".

100. The proposed amendment was adopted.

101. Ms. VELIZ DE VILLALVILLA said that the first sentence should refer to the participation of women "in military service."

102. It was so agreed.

103. Paragraph 17, as amended, was adopted.

Paragraph 18

104. The CHAIRPERSON suggested that the word "exams" should be replaced by "examinations".

105. It was so agreed.

106. Ms. PEYTCHEVA pointed out that the Russian translation of "competitive examinations" was incorrect and should be amended.

107. Paragraph 18 was adopted with that understanding.

Paragraphs 19 to 23

108. Paragraphs 19 to 23 were adopted.

Paragraph 24

109. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed amendment to paragraph 24, which consisted in adding the words, "compared to corresponding figures for men" to the end of the paragraph.

110. The proposed amendment was adopted.

111. Paragraph 24, as amended, was adopted.

Paragraph 25

112. Paragraph 25 was adopted.

Paragraph 26

113. <u>Ms. OESER</u> (Rapporteur) said that minor editorial changes were required in paragraph 26.

114. On that understanding, paragraph 26 was adopted.

Paragraph 27

115. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposal to add the words "and for what reasons" to the end of paragraph 27.

116. The proposed amendment was adopted.

117. Paragraph 27, as amended, was adopted.

Paragraphs 28 to 30

118. Paragraphs 28 to 30 were adopted.

Paragraph 31

119. <u>Ms. PEYTCHEVA</u> and <u>Ms. BIRYUKOVA</u> said that the Russian translation of <u>de facto</u> marriages should be corrected.

120. On that understanding, paragraph 31 was adopted.

Paragraph 32

121. Paragraph 32 was adopted.

122. The CHAIRPERSON said that, subject to a revised text for paragraph 9, the Committee had completed its consideration of document CEDAW/C/1985/L.1/Add.2. She invited the Committee to resume its examination of document CEDAW/C/1985/L.1/Add.7.

CEDAW/C/1985/L.1/Add.7 (continued)

Paragraph 19

123. Ms. PEYTCHEVA said that the word "requirements" in the second sentence had been wrongly translated in the Russian text and proposed that the wording of that

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(Ms. Peytcheva)

sentence be brought into line with the statement in paragraph 78 of summary record CEDAW/C/SR.54, to the effect that "the problems in question were not of a discriminatory nature."

124. It was so agreed.

125. Paragraph 19, as amended, was adopted.

Paragraph 20

126. Paragraph 20 was adopted.

127. Ms. PEYTCHEVA proposed the addition of a new paragraph following paragraph 20 with the same wording as paragraph 79 of summary record CEDAW/C/SR.54.

128. It was so agreed.

Paragraph 21

129. <u>Ms. PEYTCHEVA</u> proposed that the first sentence be amended to state that, since equality of women had already been guaranteed in Bulgaria prior to the adoption of the Convention, no change had been necessary. In the second sentence, the word "However" should be replaced by "Nevertheless" and the rest of the text would remain unchanged.

130. It was so agreed.

131. Paragraph 21, as amended, was adopted.

Paragraph 22

132. Paragraph 22 was adopted.

Paragraph 23

133. Ms. PEYTCHEVA proposed the addition of the words "so that the proportion of women was bound to rise further in the future" to the end of the third sentence.

134. It was so agreed.

135. Paragraph 23, as amended, was adopted.

Paragraphs 24 to 38

136. Paragraphs 24 to 38 were adopted.

137. Document CEDAW/C/1985/L.1/Add.7, as amended, was adopted.

Document CEDAW/C/1985/L.1/Add.3

Paragraph 1

138. Paragraph 1 was adopted.

Paragraph 2

139. Ms. MACEDO DE SHEPPARD said that the word "promoted" had been mistranslated in Spanish and should be corrected.

140. On that understanding, paragraph 2 was adopted.

Paragraph 3

141. Paragraph 3 was adopted.

Paragraph 4

142. <u>Ms. VELIZ DE VILLALVILLA</u> said that, on behalf of the expert from Panama, who was unwell, she would propose a number of amendments, the first relating to paragraph 4, in which the words "although illiteracy prevailed" should be replaced by the phrase "although illiteracy still existed".

143. It was so agreed.

144. <u>Ms. MACEDO DE SHEPPARD</u> said that the word "management" in the final sentence should be clarified by specifying whether it referred to the public or the private sector.

- 145. It was so agreed.
- 146. Paragraph 4, as amended, was adopted.

Paragraph 5

147. Paragraph 5 was adopted.

Paragraph 6

148. Ms. VELIZ DE VILLALVILLA said that the words "in capitals" in the second sentence should be replaced by "in the capital".

- 149. It was so agreed.
- 150. Paragraph 6, as amended, was adopted.

Paragraphs 7 and 8

151. Paragraphs 7 and 8 were adopted.

Paragraph 9

152. <u>Ms. VELIZ DE VILLALVILLA</u> said that the word "adopted" in the final sentence should be amended to make it clear that the new code had been presented to the legislative assembly in October 1984.

- 153. It was so agreed.
- 154. Paragraph 9, as amended, was adopted.

Paragraph 10

155. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed amendment to the first sentence, as follows: "The representative of Panama was thanked for the frank and informative presentation of the situation of women in Panama in the Government's report and in his introductory statement."

- 156. That amendment was adopted.
- 157. Paragraph 10, as amended, was adopted.

Paragraph 11

158. Ms. VELIZ DE VILLALVILLA said that the figure "21" should be changed to "18".

159. It was so agreed.

160. Paragraph 11, as amended, was adopted.

161. Ms. EVATT proposed that paragraph 27 be inserted after paragraph 11.

162. It was so agreed.

Paragraphs 12 and 13

163. Paragraphs 12 and 13 were adopted.

Paragraph 14

164. <u>Ms. MACEDO DE SHEPPARD</u> said that the final sentence should be amended to read: "While vocational training was important, the real obstacle arose basically from traditional prejudice." Furthermore, the word "preparation" should be replaced by "training" throughout the text.

165. Those amendments were adopted.

166. Paragraph 14, as amended, was adopted.

Paragraphs 15 to 18

167. Paragraphs 15 to 18 were adopted.

Paragraph 19

168. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed amendment to the last sentence, which should read: "They asked why night work was considered to be more suitable for men than for women."

- 169. That amendment was adopted.
- 170. Paragraph 19, as amended, was adopted.

# Paragraph 20

171. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed new version of paragraph 20: "In relation to lower retirement age for women than for men an expert found that the report reflected over-protection and even discrimination. Furthermore, it was asked why reference was made to average life expectancy, especially since in general women lived longer and should be assisted and retrained to continue their work."

172. That amendment was adopted.

173. Paragraph 20, as amended, was adopted.

Paragraphs 21 to 33

174. Paragraphs 21 to 33 were adopted.

175. Document CEDAW/C/1985/L.1/Add.3, as amended, was adopted.

Document CEDAW/C/1985/L.1/Add.8 (continued)

Paragraphs 29-48

176. Paragraphs 29-48 were adopted.

Document CEDAW/C/1985/L.1/Add.4

Paragraphs 1-6

177. Paragraphs 1-6 were adopted.

Paragraph 7

178. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed amendment, which consisted in adding the following new sentence after the third sentence: "On the whole, the impression was that Austria had started very conscious work towards de facto equality between women and men."

179. That amendment was adopted.

180. Paragraph 7, as amended, was adopted.

Paragraphs 8-11

181. Paragraphs 8-11 were adopted.

# Proposed new paragraph

182. <u>Ms. OESER</u> (Rapporteur) read out Ms. Wadstein's proposed new paragraph, to be inserted after paragraph 11, reading as follows: "More information was sought on the situation with regard to role stereotyping and discrimination in advertising. It was asked whether employers advertising vacancies were allowed to specify that they were open only to applicants of a particular sex." As a consequence of that amendment, the second sentence of paragraph 17 should be deleted.

183. Those amendments were adopted.

184. The proposed new paragraph was adopted.

Paragraph 12

185. Paragraph 12 was adopted.

Paragraph 13

186. <u>Ms. EL-FETOUH</u> suggested that the final sentence of paragraph 13 should be placed elsewhere.

187. It was so agreed.

188. Paragraph 13, as amended, was adopted.

Paragraphs 14-16

189. Paragraphs 14-16 were adopted.

Paragraph 17

190. The CHAIRPERSON recalled that it had been agreed, as a result of the new paragraph adopted for insertion after paragraph 11, to delete the second sentence of paragraph 17.

191. Paragraph 17, as amended, was adopted.

Paragraphs 18 and 19

192. Paragraphs 18 and 19 were adopted.

Paragraph 20

193. <u>Ms. MACEDO DE SHEPPARD</u> proposed the insertion, after the word "forestry" in the second sentence, of the phrase "during the pre- and post-natal periods prescribed by law".

194. It was so agreed.

195. Paragraph 20, as amended, was adopted.

Paragraph 21

196. <u>Ms. MACEDO DE SHEPPARD</u> proposed the insertion of the phrase "the exercise of" in front of the words "women's rights".

197. Paragraph 21, as amended, was adopted.

Paragraphs 22 and 23

198. Paragraphs 22 and 23 were adopted.

199. Document CEDAW/C/1985/L.1/Add.4, as amended, was adopted.

Document CEDAW/C/1985/L.1/Add.8 (continued)

Paragraphs 1-28

- 200. Paragraphs 1-28 were adopted.
- 201. CEDAW/C/1985/L.1/Add.8, as amended, was adopted.

The meeting rose at 1 p.m.