



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

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Fourth session

SUMMARY RECORD OF THE 52nd MEETING

Held at the Vienna International Centre, Vienna,
on Thursday, 24 January 1985, at 2.30 p.m.

Chairperson: Ms. BERNARD

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The meeting was called to order at 2.40 p.m.

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES (continued)

Initial report of Yugoslavia (CEDAW/C/5/Add.18)

1. At the invitation of the Chairperson, Mr. Resić (Yugoslavia) took a place at the Committee table.

2. Mr. RESIĆ (Yugoslavia) said that, in line with its political and socio-economic system, Yugoslavia paid particular attention to the position of women in all areas of life and development. That was reflected in legislation as well as in activities directed towards achieving the objectives of the United Nations Decade for Women. Equal rights for all human beings was the basis of all Yugoslav legislation, and there was equality between the sexes in all aspects of social life. Thus Yugoslavia was implementing all the basic principles defined in the Convention.

3. Nevertheless, his Government was aware that equality in law did not always mean equality in practice. Traditional factors affected the role of women in society. Obligated to face those difficulties since the beginning of the period of its modern development, Yugoslav society had adopted the approach that the problem was not simply one of protecting women; it was a problem for society as a whole, a matter of a more dynamic development involving the activation of all human resources. Women had never been seen as belonging to a separate group in society, except as far as their biological role and the specific function of maternity were concerned.

4. The policy of accelerated socio-economic development had become the most important factor in improving the position of women in society. The progressive development of the socialist self-management system had given women the real possibility to participate in the management of social and economic affairs at both local and national level.

5. A re-examination of the results achieved and difficulties encountered in the advancement of women had begun even before the beginning of the United Nations Decade for Women. In 1978 the Assembly of the Republic had passed a resolution concerning social action to promote the socio-economic status and role of women. A progress report was considered every two years; the first had been submitted in 1980.

6. The Yugoslav report (CEDAW/C/5/Add.18) had been drawn up in 1983, based on data from 1981 and 1982. Supplementary information on the present situation was being made available to participants. The world economic crisis had had a direct negative impact on the rate of development, on the standard of living and on women in particular. However, Yugoslavia considered that its present economic difficulties were the result of a development crisis, to overcome which structural changes and changes in modes of economic activity were required. A complex economic stabilization programme adopted by the Yugoslav Government envisaged the active participation of women in development; efforts were being made to see that the overcoming of current economic difficulties did not negatively affect the social and economic position of women.

7. The general direction of Yugoslav policy concerning the position of women in society as well as the country's role within the non-aligned movement determined Yugoslavia's activities at the international level directed towards the achievement

(Mr. Resić, Yugoslavia)

of the objectives of the Decade for Women. Yugoslavia had taken an active part in the preparations for and work of the Mexico and Copenhagen World Conferences and was actively engaged in implementing their decisions. It was also participating actively in preparations for the coming Nairobi Conference in the context of endeavours to establish the new international economic order which would give all countries more genuine opportunities for development, and thus help to improve the position of women throughout the world.

8. In its report, Yugoslavia had avoided artificial comparison with other countries, since conditions in every society were different - though there were of course minimum norms to which the international community tried to adhere. Yugoslavia was proud of the enormous progress it had made during the last 40 years.

9. Mr. Resić (Yugoslavia) withdrew.

10. At the invitation of the Chairperson, Ms. Todorović (Yugoslavia) took a place at the Committee table.

11. Ms. TODOROVIĆ (Yugoslavia) said that her country's report (CEDAW/C/5/Add.18) had been prepared for the purpose of providing information on the situation with regard to the implementation of the Convention. The existence of the Convention and all the activities pertaining to the Decade for Women were exerting a beneficial effect on legislation to ensure the equal status of women and also helping to promote that change in attitudes which was a pre-condition for the full application of the relevant laws. The Federal Assembly would soon begin a detailed examination of the resolution on the socio-economic status and role of women, and five-year development plans and programmes for the period up to the year 2000 incorporated objectives in such areas as employment, social care for children and the elderly, etc. Since the preparation of the report, amendments and supplements had been made to the laws regarding labour and labour relations, disability pension coverage, job placement, intermediate and higher education, etc. Those changes were aimed at creating conditions to ensure an equitable distribution of child-care responsibilities between both parents and at removing the obstacles to the early formation of families and birth of children. A law would soon go into effect limiting the working week to 42 hours in a number of branches (for example, in the textile, chemical and leather industries) in which there was a predominance of women.

12. Yugoslav legislation as well as the Constitution contained numerous provisions safeguarding the health and physical well-being of women at the work-place, specifically with regard to her maternal function. Since, however, the existence of a ban on night work for pregnant women and women with children less than three years of age had acted as an obstacle to the employment of women in specific areas of industry, that matter had to be carefully reviewed with a view to applying that kind of prohibition only when necessary and when it could be determined that its application would not work to the detriment of women's employment opportunities or represent a form of discrimination against women in the exercise of their right to work.

13. The elapsed period had seen an enormous effort to ensure the emancipation and equal status of women in agriculture, beginning with literacy campaigns, education and health care and extending to the provision of disability pension insurance on the basis of women's personal work, no longer contingent on the death of a working

(Ms. Todorović, Yugoslavia)

spouse. As the result of an appeal to the Constitutional Court by eight women, a previous law, found to be unconstitutional, had now been amended to allow women to retire on pension after 35 years of work, but with the right to work a full 40 years, in the same way as men.

14. Psychological and sociological studies had shown that, apart from maternity and child-care leave, women during an average year were absent from work less than men. Women specialists could with increasing frequency be found in the most responsible positions - at universities, at plants and in government agencies. Within the federal Government a woman held the rank of president, and within the governments of the Yugoslav republics and territories several women were at the head of departments dealing with financial matters, labour relations, planning, culture, tourism and the service sector. Throughout the entire country, with the exception of a few particularly backward regions, family attitudes were the same towards boy and girl children.

15. Nevertheless, psychological studies had shown that the conservative mentality reflected in sex-based stereotypes was still quite strong. First-grade primary school text-books, for example, continued in their illustrations to depict all physicians, engineers, directors, lathe operators or vehicle drivers as men, while women were portrayed in their traditional roles as teachers, seamstresses and cooks. The first steps had been taken to change that situation. A further problem consisted in the frequent selection by girls of so-called women's professions, whereas it was precisely in those occupations that it was more difficult to find work. In higher education, most female students could be found in the departments of medicine, dentistry, philosophy, philology and law.

16. Because it was more difficult for a woman to find work after marrying, her place of residence being usually determined by where her husband worked, i.e. usually in an industrial centre, great efforts had been made in the last two years to involve as many women as possible in work in the production sector, and it was no longer unusual to find a woman employed in an industrial capacity as an operator or supervisor. Because of the large number of women seeking employment in the developed heavy-industry centres as a result of the economic downturn, there was a trend towards the expansion of small-scale economic activity which, because it did not require large investments, was helping women, particularly in rural areas, to survive the period of difficulty more easily.

17. All the provisions of the Constitution of Yugoslavia and the constitutions of the federal subdivisions, as well as of specific laws, were fully in accord with the Convention. Conditions had been created to enable women to participate in production, creative pursuits and economic affairs, and as society had developed the social and personal status of women had also improved along with their living standards and conditions of work within the home. That whole process was closely linked to the involvement of women in the decision-making process and the system of self-management. The overwhelming majority of Yugoslav women were employed in jobs or were involved through the co-operative movement in publicly organized productive work. Women had become an active factor in society in social and political terms.

18. Despite the positive achievements in the development of society to which she had referred, there were still numerous factors that continued to exert a negative effect on the status and role of women, among which she would mention educational and vocational structures that were unfavourable to women, the low level of female employment in the public sector and continuing problems with respect to the

(Ms. Todorović, Yugoslavia)

protection of maternity, public care for children, the conditions of housework, etc. Added to that, at the present time, were a number of difficulties of an economic nature which found expression in the fact that the participation of women in self-management and political life in specific branches of economic activity and in the decision-making process was not on a par with their contribution to material and social development, particularly in rural areas. Many measures and initiatives were currently being taken within Yugoslav society to eliminate those negative factors.

19. Ms. MUKAYIRANGA said that her impression of the measures taken in Yugoslavia to implement the Convention was a very positive one.

20. She was struck by the absence from the report (CEDAW/C/5/Add.18) of any reference to non-governmental women's organizations such as those existing, for example, in Canada. Was that merely an omission or did the authorities in Yugoslavia consider the party mechanisms mentioned in the report to be a sufficient safeguard of women's rights?

21. In connection with the treatment of prostitution under the Penal Code, she was puzzled by the use of the expression "white slave traffic" on page 12 of the report and wondered whether there were any particular reasons for its mention.

22. As far as she had been able to see, the documents provided did not give a sufficient indication of the role of women in political decision-making bodies - although the Prime Minister of Yugoslavia was a woman. She requested further statistical data on the representation of women in the legislative, executive and judicial branches of government. She was also disturbed by the reference on page 14 of the report to the fact that women in Yugoslav delegations at international meetings tended to be concerned with welfare and humanitarian issues. That seemed to her to reflect precisely the kind of role stereotype that ought to be eliminated under the Convention. She saw no reason why women should not also be adequately represented in delegations dealing with technical or scientific subjects. She would be interested to learn, in that connection, what general measures were being taken in Yugoslavia to abolish customary and traditional forms of discrimination against women, and in particular what programmes were being implemented in the educational system to remove the kind of role stereotypes she had just mentioned.

23. Ms. SINEGIORGIS said that the Yugoslav report testified to the admirable progress made in Yugoslavia towards implementing the provisions of the Convention. Clearly, the authorities in Yugoslavia were fully aware of the important role that women could play in the social and economic development of their country.

24. She noted with pleasure that women accounted for some 35 per cent of the work-force in Yugoslavia. She would be grateful, however, for further information on various aspects of women's working conditions and their role in labour relations. She welcomed the high proportion of women amongst university graduates and the important part they had been able to play in the development of the country's political system. She felt, however, that women were still under-represented in the higher decision-making bodies in government, business and politics compared with their important role in the work-force and the proportion of the educated population that they accounted for. She would be interested to hear the comments of the representatives of Yugoslavia on the imbalance existing.

(Ms. Sinegiorgis)

25. She noted from page 46 of the report that a large number of women in rural areas had the responsibility both of running farms and of bringing up families, which apparently prevented them from exercising their important legal right to participate in public and political life. She wondered what measures were being taken to relieve women of that double burden.

26. Ms. BIRYUKOVA thanked the representatives of Yugoslavia for the valuable information they had supplied to supplement their country's initial report (CEDAW/C/5/Add.18). In the comparatively short span of time since the establishment of a true national identity and the entry into force of its socialist Constitution in 1946, Yugoslavia had clearly been remarkably successful in providing equal rights and opportunities for women in all walks of life. Not only had all forms of discrimination against women been prohibited in constitutional and lower-level legislation, but the statistics showed that a considerable measure of equality of men and women had been achieved in practice as well. There could be no doubt that every effort was being made to take full account of all the articles of the Convention.

27. In the Yugoslav Government's decisions and declarations pursuant to the proclamation of the International Women's Year and the United Nations Decade for Women, she had been interested to note the emphasis laid on the fact that the equality of men and women on the basis of self-management was an integral part of the country's general social and economic development. Emphasis had also been placed, however, on the promotion of international co-operation with a view to improving the lot of women all over the world. An important aspect of that endeavour was the struggle for international peace and the establishment of a new international economic order. Considerations of that nature were reflected in the Yugoslav report and should not be excluded from the report to be prepared by the Committee for submission to the forthcoming Nairobi Conference. She would welcome further information from the representatives of Yugoslavia on the ways in which women in Yugoslavia participated in the international struggle for peace.

28. During her own visits to Yugoslavia, she had seen a number of industrial enterprises and had been impressed by the extent to which measures to ensure the genuine equality of men and women were cultivated at the grass-roots level. Although she had not had sufficient time for an in-depth study of all its consequences in labour relations, remuneration and other aspects of social production, she had nevertheless been struck by the profound impact which the system of associated labour and self-management had had over a relatively short period of 40 years on the creation of humane and dignified working conditions for men and women and in securing the full participation of women in all aspects of the national development process.

29. Ms. EVATT said that the report was to be commended, not only for the description it gave of the significant advances made in Yugoslavia with regard to the position of women, but also for the frankness with which it recognized that women had not yet achieved equality in all respects and particularly in regard to entering all fields of employment, actual earnings, and sharing political power. The high rate of illiteracy among women, which must in itself hinder their progress, gave grounds for serious concern and she asked whether there were any special programmes aimed at reducing it. Referring to the first sentence of section 2 of the introduction (page 3), she deprecated the use of the phrase "the equality of man and citizen", though that might not accurately reflect the wording in the original language. Additional information on the proportion of women in the

(Ms. Evatt)

country's political institutions, particularly in senior posts, would be helpful, although some data were already provided in the supplement which had been circulated to members. In connection with article 5, she noted with approval the enlightened view of the family generally accepted in Yugoslav society whereby no distinction was drawn between children born in and out of wedlock. Under article 11.1 (a), she noted that violation of the principle of free employment of citizens under equal conditions was a criminal act under the Yugoslav Penal Code (CEDAW/C/5/Add.18, p. 20), and asked whether such violations were a frequent occurrence and what kind of action was taken to deal with them. On the subject of unemployment, she said that additional statistics would be welcome. Were there any programmes aimed at correcting the concentration of women's employment in specific areas? With regard to article 11.1 (c), (d), (e) and (f), she wondered whether promotion prospects for women in Yugoslavia were hampered by women's traditional role in child care. Referring to the procedure for lodging complaints against wrongful dismissal (article 219 of the Associated Labour Act, page 24 of the report), she asked for statistics of the number of such complaints lodged by women and the number of prosecutions resulting from them. With reference to the table on the qualification pattern of women employed in the social sector (page 26), she remarked that its usefulness would be greatly enhanced if equivalent figures were produced in respect of men. Data should also be supplied, if possible, on the earnings of men and women in various occupational fields.

30. On the subject of social insurance, she wondered whether the fact that pensions were based on contributions meant that women's old-age pensions were lower than men's because of the shorter contributory period? Noting that women could work shorter hours than the full working time (page 32 of the report), she asked whether shorter hours entailed a reduced wage. Noting the reference under article 11.2 (a) to the right of women workers to maternity leave (page 34), she asked whether fathers were also entitled to paternity leave.

31. Were family planning facilities (article 12.1) provided through hospitals, doctors or special clinics, and were they available to both sexes or to women only? Did the family have to pay in order to cover the costs of kindergartens and nurseries (article 13) or were those costs defrayed by the State or the enterprise? With regard to article 14.1, she asked for figures showing the population balance between town and country. Further in connection with women in rural areas, she wondered whether involvement in agricultural production was the only means of ensuring economic independence and recognition in society (page 42). In connection with article 14.2, she asked whether the male farmer had a pre-eminent role in farm ownership. Were farms in Yugoslavia privately owned? What were the inheritance laws in respect of farms?

32. Lastly, referring to article 16.1, she asked whether there were recognized grounds for divorce other than the breakdown and intolerability of the marriage. How was it decided whether a marriage had become intolerable? Were the support obligations in case of divorce equal for both spouses? What was the situation with regard to the guardianship of children? Under subparagraph (h) of the article, was separate property limited to what had been owned by each spouse before marriage? Did the wife have the right to acquire any interest in the farm if it was already owned by the husband or was inherited by him during marriage?

33. Ms. EL-FETOUEH, noting that legislative jurisdiction under the Yugoslav Constitution was divided between the federation and various republics and autonomous provinces, asked whether there was any co-ordinating body to ensure that

(Ms. El-Fetouh)

legislation in different parts of the country was not mutually contradictory. Referring to the system of socialist self-management mentioned in connection with article 3, she asked whether Yugoslav women were taking advantage of their rights or whether they tended to leave it to men to take decisions on their behalf. Information on women's actual participation in self-management would be of interest. Referring to article 5, she asked for additional information about the treatment of children whose parents were not married to each other. Regarding article 8, she had also noted the statement that, as a rule, Yugoslav women took part in the work of United Nations bodies dealing with welfare and humanitarian issues (CEDAW/C/5/Add.18, p. 14). To limit women's participation in international work to those fields was surely to practice a form of discrimination. Additional information on women's involvement in political and economic activities at the international level would be welcomed. Women, who were always among the first victims of wars, should take an active part in deciding upon matters of war and peace.

34. Referring to the right of women workers to equal remuneration for equal work, she asked for elucidation of the term "collective consumption" employed on page 27 of the report. What was the responsibility of political and social organizations at the federal and provincial levels in ensuring a fair distribution of resources? Referring to the paragraph on the special protection of women (page 32), she deprecated the reference to women's reproductive function and asked whether Yugoslav women, married or unmarried, were free to decide how many children, if any, they were to have. Referring to article 12, she asked for additional information concerning the right to abortion. With regard to article 14.1, she asked whether the degree of economic independence of women in rural areas varied between one republic or province and another, and if so for what reasons.

35. Ms. CORTES asked for a more detailed explanation of the concept of "socialist self-management" in agriculture and other activities. Noting, under article 10, that over 5 per cent of the national income was allocated to the development of education (page 15 of the report), she asked how that figure compared with allocations for other purposes such as defence or health. Turning to article 7, she noted that whereas the right to elect and be elected to self-management organizations was restricted to citizens aged 18 years or more, no age restriction was applied to the right to elect and be elected to assemblies of socio-political communities and managing bodies of organizations of associated labour. She wondered whether there was any special reason for waiving the age clause in the latter cases. Noting a reference to women employed in the social sector of agricultural production (page 42), she asked for elucidation of that term. Lastly, with regard to the choice of name, she asked who decided whether the children of a marriage were to bear the father's or the mother's name.

36. Ms. MACEDO DE SHEPPARD said that she had been surprised to find certain statements in the introductory part of the report clearly contradicted in the report's substantive part and in the presentation. Thus, it was categorically stated on page 1 of the report that, through the national liberation struggle, equality in Yugoslavia had become reality, whereas the rest of the report took a more self-critical line. It was stated on page 7 of the report that Yugoslavia had not encountered any particular difficulties in implementing relevant conventions. The tables provided in supplement III made it clear that difficulties had arisen in the implementation of article 7 and had not yet been overcome. In that connection, she asked for additional data on the representation of women in policy-making and management posts.

(Ms. Macedo de Sheppard)

37. The proportion of women in the diplomatic and consular services (approximately 15 per cent) and the fact that their work in international organizations was for the most part concentrated in traditional areas did not suggest a situation of equality. With regard to education, the situation was satisfactory in quantitative terms but choices of subject betrayed a traditional bias. Information on the subjects in which women had acquired university degrees would be of interest.

38. In the field of employment, Yugoslav women also seemed to cling to traditional patterns in their choice of profession. Furthermore, their representation on various bodies dealing with labour relations was very low. Not surprisingly, therefore, unemployment was more prevalent among women than men. Referring to article 47 of the Associated Labour Act and the mention of "the development of the workers' creative and work initiative" (CEDAW/C/5/Add.18, p. 22), she asked what machinery was provided for the purpose of assuring such development. Were there any special courts competent to deal with employment matters raised by women? The situation with regard to vocational training of women gave particular grounds for concern.

39. Associating herself with questions raised by previous speakers concerning social security benefits and old-age pensions, she drew attention to a passage on page 32 of the report to the effect that women were allowed to work shorter working hours "owing to family reasons". The implication that women alone were involved in bringing up families was regrettable. As for the question of protection of women based on their exclusion from specific types of work, technological advances had in many cases made such provisions redundant, with the result that certain ILO conventions had had to be revised.

40. In connection with article 16 she asked what grounds for divorce were recognized other than those specified in the report, and what machinery was involved in divorce proceedings. She also asked for additional statistics in connection with the choice of name, showing, if possible, the extent to which women were making use of their rights in that respect. Further information would also be welcome on the manner of dividing up property in the event of dissolution of a marriage. Lastly, referring to article 16.2, she asked what was the situation with regard to pregnant girls under the age of 16. Was parental consent required for marriage or abortion in such cases?

41. Ms. WADSTEIN thanked the representatives of Yugoslavia for the excellent report they had submitted and the interesting additional information they had provided in their introductory statements. While the report itself was occasionally somewhat abstract and did not contain certain essential data, the presentation she had just heard and the supplementary statistics that had been circulated contained an almost overwhelming wealth of information.

42. She especially welcomed the constitutional court decision on retirement rules which gave women the right to work the same number of years as men, and also the new approach adopted towards protective legislation, such as the prohibition of night work by women, that might prove discriminatory. She was glad to hear, moreover, of the efforts being undertaken in Yugoslavia to bring about de facto equality between men and women and, in particular, to combat the stereotypes that traditionally affected young women's choices of employment.

43. She did not quite understand the precise nature of the problems addressed by the Government's activities aimed at the "humanization" of relations between the

(Ms. Wadstein)

sexes and requested further clarification on the matter. Given the special recognition accorded to women's childbearing function in society, she wondered what responsibilities Yugoslav men assumed in child care and housework. What was being done to change men's attitude in that regard and which authorities were responsible?

44. What particular difficulties did women experience in finding employment and what, if anything, was being done to ensure that women sought and received access to a wide variety of types of employment? She was particularly interested in the most recent trends concerning migrant Yugoslav workers. Did they have any particular difficulty in integrating in the working environment on returning from abroad? Still on the subject of employment, she asked what opportunities there were for women to assume positions of responsibility. What, in particular, was the share of women in managerial positions, and were there any sectors of industry in which women held a majority of such positions?

45. She had some difficulty in forming a clear picture of the ratio of men's to women's earnings. She therefore requested a statistical breakdown of wage and salary earnings by sex and by sector of industry. She also felt that fuller information on the law and practice of protection of women would be helpful.

46. Ms. GONZALEZ expressed particular appreciation of the supplementary information provided as background to the report. She had noted, however, that there was no reference to the implementation of article 4 of the Convention; should she assume that the relevant information was included in the data concerning other articles?

47. With reference to article 7, no reference was made to women's participation in the Yugoslav armed forces or to whether or not they were liable to military service, although the introduction said that they had participated in the country's liberation struggle on an equal footing with men.

48. She would like to know the reasons for the lack of participation of women in managerial and policy-making posts, and whether they were given insufficient information about the opportunities open to them or whether there was a lack of suitably qualified women. She thought the latter improbable. In that connection, although the participation of Yugoslav women in the diplomatic and consular services had increased over the past few years, their numbers as given in the report were substantially less than the number of men in those services.

49. With regard to the information given in connection with article 10 of the Convention, it seemed from tables 7 and 8 that the proportion of women who obtained degrees in scientific subjects was low in comparison with the number who studied at the higher educational levels. That impression might be due to a misinterpretation of the data given in those tables.

50. Her last question concerned article 11. If men and women workers had an equal right to promotion, on the basis of their vocational qualifications and the skills acquired on the job, and their income was also based on those criteria, what would be the basis of their compensation in case of inability to work and on what was their retirement pension based?

51. Ms. JAYASINGHE thanked the representatives of Yugoslavia for their informative report and introductory statements and welcomed the progress that had been made in Yugoslavia in implementing the various articles of the Convention. She herself had

(Ms. Jayasinghe)

had the opportunity, during a visit to Yugoslavia, to appreciate the widespread participation of women in all aspects of public life and, in particular, the excellent working conditions for women in Yugoslav enterprises. It seemed to her that there was a general awareness of the need to achieve complete equality for women at all levels and in all functions of society. She had been particularly impressed by the significant drop in the illiteracy rate shown in a supplementary table provided. Literacy, after all, was a prerequisite for women's full understanding and enjoyment of their political and legal rights.

52. While appreciating the detailed information given on the number of women employed in the public sector and in self-managing organizations, she would be interested in further details on the participation of women at higher decision-making and administrative levels of management. She was particularly interested in that question because the report stated that the majority of working women were employed in the low-income sectors of the economy.

53. Ms. GUAN MINQIAN expressed interest in the steps taken in Yugoslavia to improve the status of women, which would be an inspiration to other countries.

54. With regard to article 5 of the Convention, she would like further clarification concerning the elements of the humanization of relations between the sexes (CEDAW/C/5/Add.18, p. 11) and how they were incorporated in the work programmes of all educational institutes, since other countries were facing a similar problem.

55. She noted that the law of the Socialist Republic of Croatia prohibited a husband from initiating divorce proceedings while his wife was pregnant, and that that of the Socialist Republic of Serbia also restricted the right of the mother to initiate divorce proceedings during pregnancy, primarily in order to protect the child (page 49). She was not sure if the latter provision, which did not exist in China, was in the interests of women, who would certainly not initiate divorce proceedings during pregnancy without an extremely valid reason. She would like to know Yugoslavia's experience in that respect.

56. She found it difficult to interpret the data on the qualification pattern of women employed in the social sector given in the table on page 26 because the first four lines concerned educational qualifications and the last four professional categories. Some women might fall into two categories: for instance, a skilled worker might well have received secondary education. She would like clarification of the way the percentages had been reached.

57. Finally, she requested clarification of the conditions specified by statute under which a worker might be dismissed from his job against his will in accordance with article 159 of the Constitution (CEDAW/C/5/Add.18, p. 23).

58. Ms. LAIYOU-ANTONIOU noted that the democratic, decentralized and autonomous administrative system of Yugoslavia had greatly helped the emancipation of women although true equality had still not been achieved. In the process of building the socialist society, the equality of the sexes was necessary not only as an element of social justice but also in order to achieve the full economic and social development of the country.

(Ms. Laiou-Antoniou)

59. She had been impressed by the progressive concept of the family in Yugoslavia and by the statement that the humanization of relations between sexes was incorporated into the programmes of all educational institutions.

60. The fall in illiteracy in Serbia was a positive aspect. On the other hand, she would like to know the reasons for the greater number of women unemployed and the nature of the "adequate measures" (page 21, twelfth line), taken to encourage the employment of women.

61. The large percentage of women concentrated in branches of work considered specifically appropriate for women showed that social prejudices concerning the roles of the sexes in society still persisted, despite the emphasis placed on equality in special programmes, education and legislation. She wished to know if her assumption that they also earned less money was correct.

62. On the other hand, the right to equal pay for equal work seemed to be guaranteed by the Constitution, which specified in article 11 that only the results of labour determined a person's economic and social status (CEDAW/C/5/Add.18, p. 26).

63. She wondered why women were still entitled to an old-age pension five years earlier than men; did Yugoslav men protest or did they consider that inequality a justification for their freedom from work in the house?

64. The right of women workers to arrange shorter working hours was dangerous and reflected the idea that the care of the family and the house were still the responsibility of women. Such regulations should be considered discriminatory and contrary to the spirit and letter of the Convention rather than a form of protection. Special regulations to protect women's health such as freedom from night work could also be discriminatory.

65. Ms. REGENT-LECHOWICZ paid a tribute to the Yugoslav women who had fought in the national resistance movement and the many who had died in concentration camps during the Second World War. Very few countries had fully implemented the provisions of the Convention and the stage attained by Yugoslavia bore witness to the efforts of the Government and society to give women the possibility of playing an active part in the political, social and economic life of the country.

66. She would like to know not only the number of women employed in the diplomatic and consular services but also the functions they were performing.

67. With reference to the concept of the family set forth under article 5 (paragraph 1 on page 10), what were the legal effects of that concept? Had a legal status been established for the family in the sense mentioned, or was the principle referred to merely an attitude adopted by society? Why was the birth rate decreasing and had the type of family changed? How many divorces currently took place in Yugoslavia and what was the situation of divorced women with children? What were the social effects of the fact that pregnant women were not allowed to initiate divorce proceedings?

68. Ms. IDER expressed admiration for Yugoslav women's contribution to the national liberation struggle and for the Government's efforts to achieve full equality for women de jure and de facto. She knew that Yugoslav women had become a

(Ms. Ider)

dynamic force in the country but wondered how many actually participated in public life and especially women's organizations, and what the latter's relations were with similar organizations in other countries.

69. With regard to administrative matters, was education free at all levels and if not how was payment arranged? What economic and financial measures were being adopted to promote women's vocational training and education? Was the health service completely free, and if not how was payment made?

70. She would be glad to receive any further material available, especially statistical material, since Yugoslavia's achievements were a good example for other countries.

The meeting rose at 5.25 p.m.