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COMMISSION ON THE STATUS OF WOMEN
Fifth session

WOMEN IN PUBLIC SERVICES AND FUNCTIONS

Report of the Secretary-General

Introductory Note

1. At its fourth session the Commission on the Status of Women adopted a resolution on information on the legal status and treatment of women^{1/} by which inter alia it requested the Secretary-General

"....to prepare, if possible four months in advance of the next meeting of the Commission, a compilation and an analysis of the information contained in the replies already supplied by governments to the sections of part I of the questionnaire not yet so compiled and analyzed, namely section C, on public services and functions; section E, on civil liberties and section F, on fiscal laws; supplementing this information from other sources necessary to insure a complete and accurate picture."

2. The Secretary-General has the honour to present to the Commission on the Status of Women the following report which contains, in a tabulated form, the information supplied by governments and non-governmental organizations to Section C, Public Services and Functions, of the Questionnaire on the Legal Status and Treatment of Women.

3. This report is divided into three chapters as follows: chapter I, Civil Service; chapter II, Military and Labour Service; chapter III, Jury Service.

4. As of 1 November 1950, the Secretary-General has received replies to chapter I (Civil Service) from the following governments: Argentina, Australia, Belgium, Bolivia, Canada, Ceylon^{2/}, Chile, China, Cuba, Czechoslovakia, Denmark,

^{1/} See document E/1712, paragraph 42 (d)

^{2/} The reply concerning Ceylon was submitted on October 26, 1948 through the United Kingdom delegation to the United Nations.

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Dominican Republic, Egypt, El Salvador, France, Greece, Guatemala, Iceland, India, Israel, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Pakistan, Philippines, Poland, Sweden, Thailand, Turkey, Union of South Africa, United Kingdom, United States of America, Uruguay, Union of Soviet Socialist Republics, Yugoslavia. The information concerning Syria was furnished by the Literary Club of the Association of Women of Syria.

Replies to chapter II, Military and Labour Service, have been received from the governments of Argentina, Australia, Belgium, Bolivia, Canada, Ceylon^{1/}, Chile, China, Czechoslovakia, Denmark, Dominican Republic, Egypt, El Salvador, France, Greece, Guatemala, Ireland, India, Israel, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Pakistan, Philippines, Poland, Thailand, Turkey, Union of South Africa, United Kingdom, United States of America, Uruguay, Yugoslavia. The information concerning Syria was furnished by the Literary Club of the Association of Women of Syria.

Concerning chapter III, Jury Service, it appears from the replies received that no trial by jury exists in the following countries: Argentina, Chile, China, Cuba, Egypt, Iceland, Israel, Luxembourg, Netherlands, Philippines, Poland, Syria, Thailand, Turkey and Uruguay. The replies concerning jury service from the governments of Australia, Belgium, Bolivia, Brazil, Canada, Ceylon^{1/}, Czechoslovakia, Denmark, Dominican Republic, France, Greece, Guatemala, India, Mexico, New Zealand, Norway, Pakistan, Sweden, Union of South Africa, United Kingdom, United States of America and Yugoslavia are tabulated in chapter III of the present report.

5. It should be noted that the replies have been received by the Secretary-General over a period of more than three years. The first replies having been received early in 1947.

^{1/} The reply concerning Ceylon was submitted on October 26, 1948 through the United Kingdom delegation to the United Nations.

CHAPTER I - CIVIL SERVICE

Country	1. Are Civil Service positions open to women on an equal basis with men, with regard to:										2. Are diplomatic and consular posts open to women on an equal basis with men with regard to:							3. If religious positions are civil services are they open to men & women on an equal basis?	4. If teaching is a civil service position are such positions open to men & women on an equal basis?	5. Are there civil service positions to which only women are eligible?	6. Is there representation of women on the:		7. Are the retirement & allowance provisions the same for men and women civil servants with regard to:						8. Are there maternity benefits for women civil servants & what are they?	Observations
	a) recruitment	b) qualifications	c) disqualifications	d) examination given	e) preference in appointment	f) quotas	g) types of position open	h) duties	i) remuneration	j) opportunities for advancement and promotion.	a) qualifications	b) disqualifications	c) quotas	d) examinations	e) types of positions open	f) opportunities for advancement and promotion	f) any other points.				a) examination committee	b) civil service committee in charge of appointments	a) age requirements	b) length of service requirements	c) amount of money	d) provision for surviving spouse	e) provision for surviving children	f) disability provisions		
Argentina	Yes See Obs. 1	Yes See Obs. 1						Yes			No, see Obs. 2						Yes, See Obs. 3			Yes	Yes	Yes	No See Obs. 4	Yes		Yes, six weeks leave before & six weeks after confinement with full pay & posts to be kept open.	1/ Article 16 of the National Constitution provides: "... All inhabitants are equal before the law and are eligible for office on the sole condition of competence...." 2/ In recent years women have been appointed to the Foreign Service as Secretaries and Cultural Attaches and in other junior grade posts. 3/ Women work chiefly as elementary school teachers but also in secondary schools and universities. 4/ Widows of civil servants are entitled to survivorship pensions; widowers are entitled to it only if they are incapable of work.			
Australia *Commonwealth			No see Obs. 1																								1/ Section 49 of the Commonwealth Public Service Act 1922-1947 provides: "(1) No married woman shall be eligible for employment, either permanently or temporarily, in the Commonwealth Service, unless the Public Service Board certifies that there are special circumstances which make her employment desirable. (2) Every female officer shall be deemed to have retired from the Commonwealth Service upon her marriage, unless the Board certifies that there are special circumstances which make her employment desirable. Section 170 of the Commonwealth Bank Act 1945-1948 provides: (1) A married woman shall not be appointed to the Service of the Bank except in special cases. (2) Every female officer shall cease to be an officer on her marriage unless the Bank is satisfied that there are special circumstances which make it desirable that she should continue in the Service of the Bank. 2/ Section 49 (3) of the Commonwealth Public Service Act 1922-1947 provides: "There shall be payable to any female officer of not less than five years' service, who retires, or has since the commencement of this Act retired, from the Commonwealth Service upon her marriage, and who is not eligible for, or has not been granted, leave, or pay in lieu of leave, under section seventy-three or seventy-four of this Act, or under any provision contained in or made under any Act repealed by this Act and substantially corresponding to either of those sections, a sum equivalent to salary in accordance with...."			
Victoria	No	Yes	No See Obs. 1	Yes	Yes	There are no set quotas	No see Obs. 2	Yes	No See Obs. 3	Yes							Yes		See Obs. 4	Yes	Yes	Yes	No	Yes	No See Obs. 5	No	1/ Married women are excluded except in special cases. 2/ Only positions in which the work is of a type usually performed by women. 3/ Rates for women are approximately four-fifths of rates for men. 4/ One member of the Public Service Board represents men and women officers alike. 5/ A retired woman who gets married loses her pension.			
Western Australia	Yes	Yes	No See Obs. 1	Yes	No See Obs. 2	Not applicable	No See Obs. 3	Yes	No	No they are fewer for women						Does not apply	Yes	Yes, a limited number	Does not exist	No See Obs. 4	Yes	Not applicable	Yes	No See Obs. 5	No See Obs. 6	Yes	No	1/ Married women are excluded from Civil Service. 2/ Preference in appointment is given to men excepting those positions usually filled by women or where a woman had exceptional qualifications. 3/ Positions usually open to women include typists, accounting machinists, nurses etc. Some professional posts including doctors and chemists are also open to women. 4/ Appointments are made by the Public Service Commissioner who is a man. 5/ There is a survivorship pension for the widow but there is no such pension for widowers of deceased female employees. 6/ There is a survivorship pension for the children of a deceased male employee, but not for the children of a deceased female employee.		

* The Commonwealth of Australia and the State of South Australia have not replied to the part of the Questionnaire on Legal Status of Women dealing with Civil Service. The information concerning certain Commonwealth provisions was supplied to the Secretary-General by the Australian Liaison Committee of Women's National Organizations.

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New South Wales	No	No generally	No See Obs. 1	No	No	Does not arise except in teaching service	No	No	No	Yes							Does not apply	The qualifications required are the same but the salary rates of women are lower than that of men.	Yes, e.g. nursing female patients, teaching in certain girls' schools etc. domestic staffs in certain institutions.	No	Yes, for female appointees	No	Yes	No	No See Obs. 2	No See Obs. 3	Yes	A leave of 8 weeks (4 weeks with pay and 4 weeks with full pay) before and 6 weeks (without pay) after the confinement may be granted.	1/ Marriage is generally a bar to the employment of women. 2/ There is a survivorship pension for the widow but there is no provision for a survivorship pension for the widower. 3/ The surviving children of a man civil servant are entitled to pension; no provision exists for the surviving children of a woman civil servant.	
Queensland	Yes	Yes	No See Obs. 1	Yes	Yes	Yes	Yes See Obs. 2	Yes	No See Obs. 2	Yes							Does not apply	Yes	Yes, e.g. maternal & child welfare workers, policewomen.	Do not exist	Do not exist	Yes	Yes	No	No	No	No	No	No	1/ Married women are excluded from the Civil Service. 2/ The majority of the higher and more remunerative positions in the Civil Service are held by men.
Tasmania	No		No See Obs. 1				No See Obs. 2										Does not apply	Yes	Yes, e.g. nurses	No	No	No See Obs. 3							No	1/ Married women are excluded from the Civil Service. 2/ Certain classes of positions are open to men or women only. 3/ Age for retirement of men is 65, women 60.
Belgium	Yes	Yes						Yes	Yes	Yes in theory	Yes	No See Obs. 1	Yes	Yes	Yes	Yes	Does not apply	Yes, as teachers, Principals and Inspectors of Girls' Schools.	Yes, as teachers in Girls' Schools & Social Work positions, nursing & some positions in police.	Yes		Yes	Yes	Yes	No See Obs. 2	Yes	Yes	Yes, one month's leave before & one month after confinement, plus a special birth indemnity.	1/ Married women cannot be assigned to Foreign Service positions abroad. 2/ The surviving husband of a civil servant is not entitled to pension.	
Bolivia	Yes		Yes																	Yes	Yes									1/ There are women in the diplomatic and consular service; although their appointment is less usual, there are precedents.
Canada	Yes	Yes	No See Obs. 1	Yes	Yes	Yes	No See Obs. 2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Teaching is not part of the civil service.	Yes, e.g. positions in female institutions or sections of depts. dealing with female personnel.	Yes See Obs. 3	Yes See Obs. 3	See Obs. 4	Yes	Yes, except in Manitoba Yes, except in Alberta and British Columbia Yes, except in Nova Scotia and Quebec				No	1/ Marriage is a bar to appointment and to continuation in office of women, except in the provinces of New Brunswick, Nova Scotia and Saskatchewan. 2/ Certain types of positions by the nature of their duties, location of work or other factors are considered unsuitable for women, e.g. Immigration Inspector, Customs Excise Officer, etc. 3/ The legal provisions make no differentiation between male or female. 4/ Age requirements are the same, except in Provinces of Alberta, New Brunswick, Newfoundland, Nova Scotia and Saskatchewan, where men retire at 65 and women at 60.	
Ceylon	No See Obs.	Yes	Yes	Yes	Yes	No not exist	No See Obs. 1	Yes	Yes, except that women are employed on a provident fund basis	Yes	See observations 2						Does not apply	Yes	Yes, the nursing profession	No	No	No See Obs. 3	No See Obs. 4	No See Obs. 5	Yes	Yes	Not for permanent employees	1/ The only Civil Service positions open to women are those of stenographers, nurses, teachers, doctors, labour and education inspectors, telephone operators, supervisors and punch-card operators. 2/ The conditions relating to these posts which are of very recent origin are under consideration. No provision exists so far. 3/ Optional retirement is at 50. Compulsory retirement at 55. The corresponding figures for men are 55 and 60. 4/ There is a survivorship pension for the widow but there is no provision for a survivorship pension of a widower. 5/ There is a survivorship pension for the children of a male civil servant but there is no survivorship pension for children whose mother was a civil servant.		
Chile	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	No	Does not exist	Does not exist	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	4 weeks leave before & 6 weeks leave after confinement with full pay and other allowances.
China	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	No	There is one woman member but she does not serve as a representative of women.	Does not exist	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Leave of more than 6 weeks with full pay and salary advances to cover hospital and other expenses.

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Cuba	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes		
Czechoslovakia	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply See Obs. 1	Yes	No	Does not exist	Yes	Yes	Yes	No See Obs. 2	No See Obs. 3	Yes	Leave of absence of 3 months. For non-established women civil servants - social insurance benefits (bonuses for their children; orphan pensions only exceptionally. Women have not secured the advantages granted to male employees as head of the family; they are not as a rule granted family bonuses for a husband who is not a public employee, nor the bonuses for children either during the period of their service or in the form of widow's or orphan's pension. This inequality is the consequence of the provisions of marital and family law where the duty to maintain the wife and children is laid up on the husband, a woman has only the subsidiary duty to provide for her children.	1/ But so far there are no women in diplomatic and consular posts. 2/ Widows of women who were in the State or other public service are not entitled to a pension 3/ Widows are entitled to education grants and bonuses for their children; orphan pensions only exceptionally. Women have not secured the advantages granted to male employees as head of the family; they are not as a rule granted family bonuses for a husband who is not a public employee, nor the bonuses for children either during the period of their service or in the form of widow's or orphan's pension. This inequality is the consequence of the provisions of marital and family law where the duty to maintain the wife and children is laid up on the husband, a woman has only the subsidiary duty to provide for her children.
Denmark	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, since June 4, 1947.	Yes	Yes, e.g. positions as nurses, midwives.	There are no legal regulations	Yes	Yes	Yes	No See Obs.	Yes	Yes		1/ The surviving spouse of a woman civil servant is not entitled to a pension.	
Dominican Republic	Yes	Yes	Yes	Yes	Yes	No provision exists	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply			Yes	Yes	Yes	Yes	No See Obs. 1	No See Obs. 2	Yes	4 weeks leave before & 4 weeks after confinement with salary	1/ The surviving spouse of a woman civil servant does not receive a pension. 2/ The surviving children of a woman civil servant do not receive a pension.		
Egypt	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No, see obs. 1					No	Yes	Yes, e.g. headmistresses of girls' schools, doctors & nurses at maternity & children welfare centres etc.	Yes	Yes	Yes	Yes	Yes	No See Obs. 2	Yes	Yes	No	1/ Diplomatic and consular posts are not open to women. Their access is not forbidden to women by law but in practice. 2/ The surviving spouse of a woman civil servant is not entitled to a pension.	
El Salvador	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes, see obs.		Does not apply	Yes	Yes	Yes	Yes	Yes	Yes	Maternity leave up to 40 days, at full pay	There shall be no more than 50% of teachers of the sex opposite to that of the pupils in the elementary schools where they teach. At present there are 1,032 men and 2,324 women teachers in the primary schools.		
France	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply except for Alsace & Lorraine where a few women are pastors in the Lutheran church	Yes	Yes, a few (e.g. teaching in housekeeping)	Yes	Yes	Yes	Yes	Yes	No See Obs.	Yes	Yes	Yes, maternity leave with pay.	The surviving spouse of a woman civil servant is not entitled to a pension.	
Greece	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No, See Obs. 1					No	Yes	No	Women are not excluded	Yes	Yes	Yes	No See Obs. 2	No See Obs. 3	Yes	Yes	Yes, maternity leave of 3 to 6 months.	1/ Diplomatic and consular posts are not open to women. 2/ Married women may receive a pension after only 15 years of service. 3/ The surviving spouse of a woman civil servant is not entitled to a pension, whereas a surviving wife is.	
Guatemala	Not applicable (see Obs. 1)										Yes	Yes	Yes	Yes	Yes	Yes	See Obs. 2										1/ No Civil Service exists in Guatemala. 2/ Diplomatic and Consular posts are public offices and, as such, accessible to women according to Article 9 of the Constitution.		
Iceland	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes										Yes, under Social Security Legislation.		

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	a) recruitment	b) qualifications	c) disqualifications	d) examination given	e) preference in appointment	f) quotas	g) types of position open	h) duties	i) remuneration	j) opportunities for advancement and promotion	a) qualifications	b) disqualifications	c) quotas	c) examinations	e) types of positions open	f) opportunities for advancement and promotion	g) any other points				a) examination committee	b) civil service committee in charge of appointments	a) age requirements	b) length of service requirements	c) amount of money	c) provision for surviving spouse	e) provision for surviving children	f) disability provisions		
India	See Observations 1										Yes	No See Obs. 2	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Does not apply	No	No	See observation 3						Yes	1/ Civil Service positions are not open to women in the Centre and Provinces, except in certain States, like Baroda and Bikaner. In Bikaner they are appointed to departments which are meant to serve women only. 2/ A woman candidate should be either unmarried or a widow without encumbrances when selected to the Indian Foreign Service, and is appointed on the express condition that she must resign the service on marriage or remarriage. 3/ In States where civil service positions are open to women (e.g. Baroda & Bikaner) the retirement and allowance provisions are the same as men.
Israel	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, see Obs. 1	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, 8 weeks leave of absence with pay and 10 months leave without pay. Also during first year after confinement special working hours.	1/ In fact, however, no religious position in the civil service is held by a woman.	
Luxembourg	No, see observation 1										No, see observation 2							Yes	No	No	Does not exist							1/ As a rule, civil service positions are not open to women. 2/ Diplomatic and consular posts are not open to women.		
Mexico	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	Yes, e.g. social workers and persons engaged in pre-school education.							Yes	Yes, for 3 months before childbirth they are exempted from work requiring much physical effort. They may be given additional leave depending on their health.			
Netherlands	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	No	Does not exist except for Tax Service Postal, etc.	Does not exist	Does not exist	Yes	Yes	No	Yes	Yes	Yes	1/ As the Diplomatic & Consular service is open to women only since 1 January 1946, the recruitment and employment of women are still in an initial stage. Suitable women candidates have not yet applied for admittance to the Foreign Service examination. The only woman in the Netherlands Diplomatic and Consular Service has been appointed, without passing Foreign Service examinations, as Councillor attached to the Bureau of the Permanent Netherlands Representative to the United Nations. 2/ The surviving spouse of a woman civil servant is not entitled to a pension unlike the surviving spouse of a man civil servant.		
New Zealand	Yes	Yes	Yes	Yes	Yes	Does not exist	Yes	Yes	Yes	Yes	Yes	Does not exist	Yes	Yes	Yes	Yes	Does not apply	Yes, except as to rates of pay	Yes, e.g. district maternity etc. nurses, exist officers, vocational guidance officers.	Does not exist	No. Public Service Commission has not yet had a woman member.	No	No	No	Yes	Yes	Yes, leave of absence without pay is granted, and on the officer's returning duty after a period of not more than 6 months the Commission may grant him retrospective sick leave for any period of such absence.			
Norway	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No, women cannot be ordained wherever the parishioners declare their opposition to it	Yes	Yes, e.g. midwives							Yes	Yes, leave of absence of 3 months with full pay & unimpaired seniority.	1/ The age limit is 70 years for men and 65 years for women for appointments in respect of which no lower age limit is laid down. 2/ The surviving spouse of a woman civil servant receives a pension only if evidence is shown that he was supported by her. The condition is not required, however, in the case of the surviving spouse of a man civil servant.		

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Pakistan	Yes See Obs. 1	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		No, See Obs. 2					Does not apply	No	No, though the posts of gynecologists, obstetricians and nurses in women's hospitals & nursing homes are invariably held by women.	There is no bar to it.	There is no bar to it.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, maternity leave not debatable against the leave account.	1/ Civil Service positions are open to women where so specified by the Governor-General of a Federation or Governor of a Province. 2/ Women are not at present eligible for diplomatic and consular posts.	
Philippines	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	No	Yes see obs. 1	No See Obs. 2	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1/ At present there are more women examiners on the committee than men. 2/ But this is not due to any legal disqualification or discrimination.		
Poland	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	No	See obs. 1	See Obs. 1	Yes	Yes	Yes	No See Obs. 2	Yes	Yes	Yes	Yes	Yes	Leave of 6 weeks after confinement may be taken on producing a medical certificate. During pregnancy women may be absent up to 6 days a month. It is forbidden to employ them during period of 6 weeks after confinement. The employer cannot give notice or dissolve employment during any such leave.	1/ Civil servants are engaged by the head of the personnel division and may be women as well as men. 2/ The surviving spouse of a woman civil servant is not entitled to a pension unlike the surviving spouse of a man civil servant.	
Sweden	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No, see Obs. 1	Yes, see Obs. 2	Not according to law but in practice yes, e.g. nurses, waitresses, guardians of female prisoners.	Does not exist	Does not exist	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, four months leave of absence with salary in case of sickness.	1/ Ecclesiastical appointments in the State Church are not open to women. In 1946 a Committee was appointed to investigate the question of women's admission to offices in the Church. 2/ Teachers in State schools and other educational institutions of the State have civil service positions	
Syria	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		No, See Obs. 1					See Obs. 2	Yes		Yes	No										Yes	2 months leave with pay before and 2 months after confinement, is provided for.	1/ Diplomatic and consular posts are not open to women. 2/ Religious positions are not forbidden to women by law. They practise some activities such as preaching, lecturing, leading prayers among women etc.
Thailand	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	No	There is no prohibition	There is no prohibition	Yes	Yes	Yes	No See Obs. 1	Yes	Yes	Yes	Yes	Yes	Yes	Yes, it is customary to grant leave with full pay.	1/ The surviving spouse of a woman civil servant is not entitled to a pension unlike the surviving spouse of a man civil servant.
Turkey	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	See obs. 2	Yes	No	Yes see Obs. 3	Yes, see Obs. 3	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1/ Because there are no legal provisions to the contrary. 2/ According to the principles of the Moslem Religion women are not admitted to such administrative functions. 3/ This is based on the fact that nothing to the contrary is mentioned in this respect in any particular law.	

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	a) recruitment	b) qualifications	c) disqualifications	d) examination given	e) preference in appointment	f) quotas	g) types of position open	h) duties	i) remuneration	j) opportunities for advancement and promotion	a) qualifications	b) disqualifications	c) quotas	d) examinations	e) types of positions	f) opportunities for advancement and promotion	g) any other points				a) examination committee	b) civil service committee in charge of appointments	a) age requirements	b) length of service requirements	c) amount of money	d) provision for surviving spouses	e) provision for surviving children	f) disability provisions			
Union of South Africa	Yes but see obs. 1 & 3	No, not in some sections of the Civil Service	See Obs. 2	No	No See Obs. 3	Does not exist	No See Obs. 4	No See Obs. 5	No See Obs. 6	No	No, See Obs. 7						No, the question of employment of women as chaplains has never arisen.	No, See Obs. 8	Yes, e.g. typists, women clerks, women post & telegraph assistants, sub-post mistresses, nursing & domestic staffs at government hospitals.			No See Obs. 9	Yes	No See Obs. 10	No	Yes	No, but leave may be given without pay.	<p>1/ The method of recruitment differs for different classes, but is similar where both sexes are eligible for admission to any given class.</p> <p>2/ Marriage is a bar to the appointment or continuation in office of women.</p> <p>3/ Appointment of women is limited to posts reserved for women with a few exceptions. Women therefore do not compete with men for initial appointment in the public service and the question of preference does not arise.</p> <p>4/ There is no statutory bar to the employment of women in any capacity in the public service but up to the present no woman has held an administrative appointment and as few women are available for professional or technical posts, such posts are mainly filled by men.</p> <p>5/ The types of duties assigned to women range from those reserved to the sex to the limited sphere where identical duties are undertaken by both.</p> <p>6/ Distinctive scales of salary apply to women's posts with certain exceptions.</p> <p>7/ Diplomatic and consular posts are not open to women.</p> <p>8/ The scale of pay of women is lower than of men.</p> <p>9/ Pensionable age is 60 for men and 55 for women except in the "Services" where it is 55 for both sexes.</p> <p>10/ A married woman is only appointed or retained on a pensionable basis in the most exceptional circumstances. In the event of her death, before or within 5 years after her retirement, the widower will be entitled to a survivorship allowance if his dependency is established. A widow's benefit however is an entitlement in all circumstances.</p>			
United Kingdom England, Scotland and Wales	Yes	Yes	Yes	Yes	See Obs. 1	Yes	Yes	Yes	See Obs. 2	Yes except in service departments	Yes	No See Obs. 3	No See Obs. 4	Yes	Yes	Yes	See Obs. 5	Does not apply	Teachers are not civil servants.	Yes, established posts in the Clerical Assistant & Typing grades & in the Post Office Sorting Assistant grade	Yes, on examining staff of the Civil Service Commission's Interviewing Boards	Yes	Yes	Yes	Yes	Yes	Yes	See Obs. 6	<p>1/ There is a preference for men in the Service Departments which are responsible for the Armed Forces. During the last war, however, the Service Departments employed women in executive grades and the question of their future employment is under consideration.</p> <p>2/ The principle of equal pay for men and women in the Civil Service has been accepted by His Majesty's Government but owing to the economic situation equal pay has not yet been introduced.</p> <p>3/ Women members of the Foreign Service must be unmarried or widows; only in exceptional cases may married women be retained with the permission of the Secretary of State.</p> <p>4/ Women are equally eligible with men for admission to the Foreign Service but, because of abnormal conditions, during the reconstruction period (1945-1949) their recruitment has been limited to 10%.</p> <p>5/ There is the same or comparable difference between the rates of pay for men and those for women in the Foreign Service as exist in Government Service within the United Kingdom (see obs. 2).</p> <p>6/ There are no maternity allowances or grants paid to women civil servants. They are eligible for the maternity benefits under the National Insurance scheme on the same conditions as other employed women.</p>		
Northern Ireland	Yes	Yes	No See Obs. 1	Yes	Yes normally See Obs. 2	No See Obs. 3	Yes	No See Obs. 4	Yes	There are no diplomatic or consular posts in the Northern Ireland Civil Service.						Does not apply	Yes, to the few teaching posts that exist.	Yes, superintendent of typists, not shorthand typists, operators but of calculating, duplicating, addressograph etc. machines.	Does not exist but they act as Interviewing Officers.	Yes	Yes	No See Obs. 5	Yes	Yes	Yes	No	<p>1/ Civil Service positions are open to unmarried (single or widowed) women only.</p> <p>2/ Some of the vacancies which accrued during the 1939-45 war are reserved for men who served in the Armed Forces.</p> <p>3/ Women are not recruited for some posts such as Veterinary Inspector, Clerk of Works, Forester, Ship Inspector nor for subordinate or industrial grades such as Joiner, Electrician, Labourer, etc.</p> <p>4/ In general, the rate of pay is lower than for men.</p> <p>5/ The retiring pensions and allowances are assessed in relation to the salaries of the officers and as women in the Northern Ireland Civil Service are in general paid at lower rates than men, the rates of pensions and allowances are proportionately lower, while the basis of computation is the same.</p>				

Country	1. Are Civil Service positions open to women on an equal basis with men, with regard to:										2. Are diplomatic and consular posts open to women on an equal basis with men with regard to:							3. If religious positions are civil services are they open to men & women on an equal basis?	4. If teaching is a civil service position are such positions open to men & women on an equal basis?	5. Are there civil service positions to which only women are eligible?	6. Is there representation of women on the:		7. Are the retirement & allowance provisions the same for men and women civil servants with regard to:						8. Are there maternity benefits for women civil servants & what are they?	Observations
	a) recruitment	b) qualifications	c) disqualifications	d) examination given	e) preference in appointment	f) quotas	g) types of position open	h) duties	i) remuneration	j) opportunities for advancement and promotion	a) qualifications	b) disqualifications	c) quotas	d) examinations	e) types of positions	f) opportunities for advancement and promotion	g) any other points				a) examination committee	b) civil service committee in charge of appointments	a) age requirements	b) length of service requirements	c) amount of money	d) provision for surviving spouse	e) provision for surviving children	f) disability provisions		
Guernsey	Yes	Yes	Yes	Yes		No	No	No	No	No	There are no diplomatic or consular posts in the Guernsey Civil Service.								Yes	No	Does not exist	No	No	No	No	No	No	No	No	
Jersey	Yes	Yes	Yes	Yes	legally not exist but in practice merit may be preferred to women.	Does exist retroactively See Obs. 1	Yes	No	No	Yes, broadly speaking See Obs. 2	There are no diplomatic or consular posts in the Jersey Civil Service.							Does not apply	Teachers are not civil servants	No	Does not exist	No	Retirement & allowance provisions are not yet enacted but it is hoped they will be introduced within a year.						No	1/ In practice none of the senior appointments have up to the present been held by women. 2/ Different scales of pay are fixed for men and women in five out of the seven grades of the Civil Service.
Isle of Man	No	No	No	No	See separate examinations	See Obs. 2	No	No	Yes, with in posts filled by women	There are no diplomatic or consular posts in the Isle of Man Civil Service.							Does not apply	Teachers are not civil servants.	Yes, shorthand typists	Does not exist	Yes	Yes	Yes	Yes	Yes	Yes	Yes	They are the same as for women employed outside the Civil Service	1/ Marriage is a bar to appointment but not to continuation in office. 2/ Shorthand typists and junior and senior clerical officers. 3/ With the provision of a right to early retirement on marriage and receipt of a marriage gratuity	
U.S.A.	Yes	See Obs. 1	See Obs. 1	Yes	See Obs. 2	Does not exist except in a few instances.	Yes	Yes	Yes	Yes	Yes	Yes	Does not exist	Yes	Yes	Yes	See Obs. 4	Does not apply	Yes, wherever Civil Service systems include the teaching profession.	Yes, in both Federal & State systems		Yes, in both Federal & State systems	Yes, in both Federal & State systems	No	No	Yes	Yes	Yes, in the Federal Civil Service and in many of the State systems	1/ In some States the personnel agency is specifically authorized to consider sex as a factor in deciding qualifications for positions. 2/ Under the Federal law the rule is that certificate may be granted up to the amount of accrued annual & sick leave with full pay & full retention of employment status. Additional leave of absence if required may be given without pay. 3/ The nature of certain types of employment creates classes of positions which would normally be filled only by women or by men. 4/ For both sexes preliminary training must be acquired through private education. 5/ In Federal Civil Service, yes. Among the States ages are usually the same for men and women. Three States reported lower retirement ages for women - two on voluntary retirement, one as to compulsory retirement. 6/ Under State systems, 6 report allowance for women's greater longevity by setting a slightly higher rate of contribution for women employees which enables them to receive a rate of annuity comparable with that paid to men. One State reports a system of paying lower benefits to women but over a longer period according to actuarial principles. 7/ Under the Federal Civil Service system the widow and dependent male children of a married male employee who retires and later dies, are entitled to receive benefits as provided in the law. But the surviving husband and dependent children of a female worker under like conditions are not now entitled to such benefits. In those State retirement systems containing provisions for dependents, such provisions generally apply equally to men and women. 8/ Except that annuity benefits would be slightly higher for men than for women due to the actuarial finding of greater longevity for women, wherever this principle is applied.	
Uruguay	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes								Does not apply	Yes	No	Yes, although there is no express provision to this effect.	Does not exist	Yes	Yes	No	No	Yes	Yes	Yes, 30 days paid leave before and 30 days leave after the birth of a child.	1/ The law applying to women attached to the Department of Industry, Commerce and Public Service provides that female employees and workers shall have the right to receive an allowance while they have a child under fourteen years of age. On certain conditions, a woman teacher is eligible for a pension if she is responsible for a child under six years of age. 2/ The surviving spouse of a woman civil servant receives a pension only if he is an invalid or totally incapacitated for any form of work. The surviving spouse of a man civil servant receives a pension in all cases.

Country	1. Are Civil Service positions open to women on an equal basis with men, with regard to:										2. Are diplomatic and consular posts open to women on an equal basis with men with regard to:					3. If religious positions are civil services are they open to men & women on an equal basis?	4. If teaching is a civil service position are such positions open to men & women on an equal basis?	5. Are there civil service positions to which only women are eligible?	6. Is there representation of women on the:		7. Are the retirement & allowance provisions the same for men and women civil servants with regard to:						8. Are there maternity benefits for women civil servants & what are they?	Observations
	a) recruitment	b) qualifications	c) disqualifications	d) examination given	e) preference in appointment	f) quotas	g) types of position open	h) duties	i) remuneration	j) opportunities for advancement and promotion	a) qualifications	b) disqualifications	c) quotas	d) examinations	e) types of positions				f) opportunities for advancement and promotion	g) any other points	a) examination committee	b) civil service committee in charge of appointments	a) age requirements	b) length of service requirements	c) amount of money	d) provision for surviving spouse		
U.S.S.R.	Yes See Obs.	Yes						Yes	Yes																	Yes, 35 days leave before confinement and 42 days after, is given. In special cases 56 days leave after confinement may be given. The amount of the grant depends on the recipients work record but is not less than two-thirds of the full pay.	1/ In accordance with the articles of the Constitution women enjoy equal rights with men in the Civil Service. The Law of the Union of Soviet Socialist Republics, and of the Union Republics contains no limitations on the holding of any non elective government and public post by women.	
Yugoslavia	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not apply	Yes	Yes, e.g. midwives, nurses, etc.		No See Obs	Yes	Yes	Yes	Yes	Yes	Yes, 6 weeks leave before and 6 weeks after child birth and benefits in addition.	After 25 years of work an insured man acquires the right to a pension at 65 years of age; an insured woman at 60 years of age.

CHAPTER II - - MILITARY AND LABOUR SERVICE

Country	1. Are women:		2. Are the provisions for women in the armed services the same as the provisions for men in regard to:									3. May women be conscripted for forced labour:		4. Is conscription for labour of women on the same basis as men in regard to:						5. Is there any other type of compulsory service or training for women	Observations				
	a) allowed to enter armed forces?	b) required	a) control and administration	b) age limits	c) qualifications	d) exemptions	e) duties	f) remuneration	g) retirement & compensation prov.	h) child-birth benefits	i) any other points	a) in time of war	b) in time of peace	a) age limits	b) exemptions	c) types of work to which conscripts may be assigned	d) areas within which conscription may be applied	e) remuneration	f) any other points						
ARGENTINA	No	No																							
AUSTRALIA Commonwealth	See obs.											Yes, if Commonwealth Government decides											No		During the recent World War, women served in large numbers in the Women's Royal Australian Naval Service (WRANS), the Australian Women's Army Service (AWAS), the Women's Auxiliary Australian Air Force (WAAAF), the Australian Army Women's Medical Service (AAWS), and the Nursing Services of the Defence Forces. *
New South Wales													No												
Queensland											see obs.	No													During the war years, the Commonwealth National Security Act and Regulations did make provision for such conscription of female labour.
Tasmania											No, not under State Law.														
Victoria											No, not under State Law, see obs.														The exercise of any such power during war rests with the Commonwealth Parliament and Executive as part of the defence power.
Western Australia											No, not under State Law.														
BELGIUM	No	No																							
BOLIVIA	Yes	No, see obs. (1)	Yes, see obs. (2)									Does not exist													(1) But in time of war all women of age are called upon to join auxiliary services. (2) Some bodies of nurses and Red Cross nurses are actively employed as an adjunct of the regular army with military rank and duties.
CANADA (see obs. (1))	Yes, there is no legal bar.	No	Yes	Yes	See obs. (2)	See obs. (2)	Yes	Yes	Yes	Yes	Yes	Yes, theoretically see obs. (3)	No												(1) There is no military or labour service in Newfoundland. (2) There is no difference except that the only duties performed by women are those of nursing sisters, dietitians, physiotherapists and occupational therapists and so they have to have the required certificates of qualifications for these posts. This is true at the present time and does not apply to measures taken in times of emergency. During the last war, women were recruited for service in the naval, military and air forces and served in all capacities excepting those in which they could not be suitably employed such as armed combat. (3) Under the National Resources Naturalization Act, 1940, the Government could have conscripted men or women during the last war, but this power was not exercised in respect of women.
Ceylon	Yes, there is no legal bar. see obs.	No										No	No										No		But there are no women serving in the armed forces.
CHILE	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Does not exist											No		
CHINA	Yes, see obs. (1)	No	separate	There are as yet no specific provisions on these points.							See obs. (2)	See obs. (3)	There are as yet no specific provisions on these points.							(1) But are required to perform only the auxiliary services for which they are best fitted. In time of war, they may take part in such work as medical care, welfare, intelligence and communications in the armed forces; in time of peace, women may, in accordance with their preferences be given training in auxiliary military service. (2) In time of war may be conscripted for forced labour depending upon the exigencies of national general mobilization. (3) In time of peace, women are not conscripted for forced labour but may, in accordance with their preference, be given suitable training in forced labour service.					
CZECHOSLOVAKIA	Yes, during the war, if they served in the armies abroad in the East and in the West.	No	No, see obs. (1)							Yes	Yes	Yes	No, see obs. (2)	No, see obs. (3)	No, see obs. (3)	Yes	See obs. (4)								(1) Women in the army have not so far an equal position with men even when they possess the same qualifications and education. This also applies to women civil employes in the army. The Army Act does not apply to women. (2) Women who have to care for children, or who are pregnant or those who have given birth to a child within the preceding three months are exempted. (3) Women are assigned to work which is more usual for women. (4) As far as possible preference in calling up to work shall be given to persons who volunteer their services, to men as against women, to fully fit persons as against those less fit.
DENMARK	See obs.																								There is no military service for women in Denmark in the sense of this Chapter. Women are employed as nurses in the medical corps of the army, but they are in every respect in a position equal to that of the civil nurses and are recruited from there on a voluntary basis.
DOMINICAN REPUBLIC	Yes, see	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	see obs. (2)										No		(1) No distinction between the sexes is made in the regulations of the army, navy or air force, and there is nothing to prevent women from enlisting although in practice there have not been any cases. (2) Nor can men be conscripted.

* This information was supplied to the Secretary-General by the Australian Liaison Committee of Women's National Organizations.

Country	1. Are women:		2. Are the provisions for women in the armed services the same as the provisions for men in regard to:								3. May women be conscripted for forced labour:		4. Is conscription for labour of women on the same basis as men in regard to:						5. Is there any other type of compulsory service or training for women?	Observations	
	a) allowed to enter armed forces	b) required	a) control and administration	b) age limits	c) qualifications	d) exemptions	e) duties	f) remuneration	g) retirement & compensation prov.	h) child-birth benefits	i) any other points	a) in time of war	b) in time of peace	a) age limits	b) exemptions	c) types of work to which conscripts may be assigned	d) areas within which conscripts may be assigned	e) remuneration			f) any other points
EGYPT	No	No										No	No							No	
EL SALVADOR	No	No																			
FRANCE	Yes	Yes, they can be in time of war	separate	yes for Army No for Air Force	Yes	No see obs. (1)	No see obs. (2)	Yes see obs. (3)	Yes	Yes	No see obs. (4)	Does not exist see obs. (5)								No	(1) Women who have to care for children below 16 and those who belong to a religious congregation are exempted. (2) Women serve only as auxiliary and specialized personnel. (3) The pay of female personnel is the same as male personnel of equal status. (4) Special rules for promotion (Decree of 27 June 1944). (5) In case of war they may be called upon to perform certain duties.
GREECE	Yes, see obs.	No	Yes									Yes	Yes	Yes	No	Yes	Yes	Yes		No	Women are only admitted to certain auxiliary services, e.g. Nursing Services, secretaries in the Army (if over 20 years of age) etc.
GUATEMALA	No	No	No provisions exist ----- see obs.								No provisions exist but in case of national emergency provisions may be enacted compelling women to perform such service		No provisions exist -----						No	The nurses' auxiliary service for the Army is not organized on a permanent basis. The "School for Army Nurses" exists as an extension of the School of Nurses for national hospitals and only in case of emergency are they organized as an auxiliary body of the Army.	
ICELAND																					No military or labour service exists
INDIA	See obs. (1)	No						No see obs. (2)				No, see obs. (3)	Does not arise	Does not arise -----						There is no such service or training	(1) Only as Nursing officers in the Indian Military Nursing Services. (2) The Nursing Officers receive considerably less remuneration and less pension than male officers. (3) Baroda is perhaps the one State where women are conscripted for forced nursing, clerical and orderly services in times of war.
ISRAEL	Yes	Yes	No, see obs. (2)	Yes	No see obs. (1)	No	Yes	Yes		See obs. (2)	Yes, in time of emergency.		No	No	No	Yes	Yes			none	(1) Total exemption is granted to mothers, pregnant women, female objectors on conscientious or religious grounds, and exemption from regular service is granted to married women. (2) Regular service is compulsory for men of 18-26 years - 24 months service; 27-29 years - 18 months service; regular service is compulsory for women of 18-26 years - 12 months service.
LUXEMBURG	No											No	No							There is no such service	
MEXICO	Yes, see obs. (1)	No	Yes	Basically, the provisions are the same for men and women.								see obs. (2)	see obs. (3)	No, except a few who saw active service in the Mexican Revolution.	No	There are no express provisions, see obs. (4)				Only nursing perhaps.	(1) Under the military laws of Mexico, women may hold temporary posts in the following Departments: army social services, military health services workshops laboratories, signals and aviation services, but to date, the legislation on that subject has not made any provision for permanent service for women in the army. Women do not take combatant part in army services. They have been combatants and held ranks in the army only occasionally, as during the revolution which began in 1910 and in the war of independence, and later wars against foreign aggression. (2) Hospitalization and free medical attention; full pay and leave for such time as the medical authorities consider necessary. (3) The only provision which expressly refers to women's services in the army are exclusively military health services. (4) There is no recruiting of women for the regular combatant forces, but women are recruited for the Army Medical and Social Services.
NETHERLANDS	Yes	No	Yes	see obs. (1)	No see obs. (2)	No Enlistment of women is voluntary	No see obs. (3)	No see obs. (4)	Yes	Not granted	See obs. (5)	Yes	Yes, only after promulgation of State of War or State of Siege	There are no provisions -----						(1) In the Royal Netherlands Army Women Auxiliary Corps, the general age limit for the enlistment of women is from 18 to 40 which is the same as that for male army conscripts and reservists not being officers or non-commissioned officers. In the Navy the general age limit for the enlistment of women is from 18 to 36, of men from 17 to 25. (2) The minimum requirement for members of the Women Auxiliary Corps is advanced secondary education because they have to be employed for more specialized functions. For male conscripts, no educational qualifications are required. Married women are not admitted in the navy. (3) Women are generally employed whenever they can release men for armed service. (4) The remuneration scale for women Auxiliary Corps is a trifle lower than for men. (5) Besides the Women's Auxiliary Corps there is a Women Nurses Corps of the Royal Army; with the exception of the age limit for enlistment which is 50, the answers to the questions are the same as above. Members of the Women's Navy Service have exactly the same status as the male members of the Navy; they fall under military jurisdiction.	

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	a) allowed to enter armed forces	b) required	a) control and administration	b) age limits	c) qualifications	d) exemptions	e) duties	f) remuneration	g) retirement & compensation prov.	h) child-birth benefits	i) any other points	a) in time of war	b) in time of peace	a) age limits	b) exemptions	c) types of work to which conscriptees may be assigned	d) areas within which conscriptees may be assigned	e) remuneration	f) any other points							
NEW ZEALAND	Yes	No	Yes	No	No	Yes	No	No	Yes	No	No	Yes, they were during recent hostilities	No	No	No see obs.	Yes	Yes	Yes	Yes	Yes	No	For men it is 18-60 years - for women 18-41 years.				
NORWAY	No, see obs.	No										Yes, for civil air raid protection									No	Voluntary participation exists at present, but nothing definite can be stated as to whether it will be maintained.				
PAKISTAN	Yes	Yes	Yes	No				No see obs.				No	No	Not applicable						Not applicable	In the event of emergency, women may assist the medical and welfare services which will include nursing, medical assistance, general welfare and secretarial work.					
PHILIPPINES	Yes	Yes, in time of emergency	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, in anticipation of a state of war.									Yes, there is a pre-military service training in schools for women. It differs for men in High Schools.	So far women have not been conscripted but in case of such conscription, there would be no legal grounds for a difference between men and women; the conscription would be based on convenience and on the interest of the service.				
POLAND	Yes	No										No	No								No, there is no other type of obligatory service or training for women.					
SWEDEN	Yes, see obs.	Yes, as doctors, dentists or nurses	Yes					Yes				Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes, there is a "civilian defence duty" which is in principle the same for men and women.	Women cannot hold regular military positions, nor do they perform military service. They can perform duties connected with air-raid precautions, provisioning and supply, ambulance service and horse veterinary work.				
SYRIA	No											No	No													
THAILAND	No	No										Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No					
TURKEY	Yes	Yes	Yes	Yes	Yes	No see obs. (1)	No see obs. (2)	Yes	Yes except see obs. (3)	See obs. (4)		Yes	No	Yes, No see obs. (1)	No see obs. (5)	No see obs. (5)	Yes			Yes, such as military courses in Schools and communities. This service differs from that imposed on men.	(1) Mothers of children below 12 years of age, and pregnant women are exempted from military service. (2) Only women are allowed to become army nurses; women are not employed in jobs which might be detrimental to their capacity of becoming mothers. (3) Except that women workers and employees are granted maternity insurance, and allocations. (4) In case of maternity, women nurses and other ministry officials, provided their husbands are not government officials, are granted a bonus equal to one month's salary. They also receive a certain increase for each child born to them. (5) Women are assigned to services compatible with their physical constitution.					
UNION OF SOUTH AFRICA	Yes, as a war time measure only	No	Yes	No see obs. (1)	Yes	See obs. (2)	No see obs. (3)	No see obs. (4)	see obs. (5)	Do not exist	See obs. (6)	No	No								No	(1) The upper age limit for women is 45 years whereas that of men is 60 years. (2) As all service is voluntary, question of exemption does not arise. (3) Women cannot be employed on combatant duties unless they consent thereto in writing. (4) The scales of pay and allowance for women are lower than for men. (5) As women are only employed in the armed forces as a war-time measure, the question of retirement benefits does not arise. The entitlement or enabling provisions are the same for both sexes. The basic rates of disablement pensions for women (other than women doctors) are however 12 1/2% lower than those for men, but provisions exist for supplementing them, which are the same for both sexes. (6) Women members of the forces can only be tried for military offences by women officers.				

Country	1. Are women:		2. Are the provisions for women in the armed services the same as the provisions for men in regard to:								3. May women be conscripted for forced labour:		4. Is conscription for labour of women on the same basis as men in regard to:						5. Is there any other type of compulsory service or training for women	Observations	
	a) allowed	b) required	a) control and administration	b) age limits	c) qualifications	d) exemptions	e) duties	f) remuneration	g) retirement & compensation prov.	h) child-birth benefits	i) any other points	a) in time of war	b) in time of peace	a) are limits	b) exemptions	c) types of work to which conscripts may be assigned	d) areas within which conscription may be applied	e) remuneration	f) any other points.		
UNITED KINGDOM	Yes	No, see obs. (1)	Yes	No see obs. (2)	Yes	No, see obs. (3)	No, see obs. (4)	No, see obs. (5)	No, see obs. (6)	See obs. (7)	See obs. (8)	Yes, men or women could be given a direction to take specified employment on the normal terms as to remuneration and conditions of service. (not applicable to Northern Ireland, Channel Islands and the Isle of Man)	No, except in the transitional stage from a war-time economy		No, see obs. (9)	No, see obs. (10)				No	(1) The National Service (No. 2) Act, 1941, imposed a general obligation for national service on all persons of either sex and it extended the provisions of the National Service Act, 1939-41 to women. (except for Northern Ireland, Channel Island and Isle of Man) (2) the age limits for enrolment on regular engagements are as follows: Army (men) - 17 1/2-30 A.T.S. (women) - 15-35 (17 1/2 with parents consent) Royal Air Force (men) - 17 1/2-33 W.A.A.F. (women) - 18-36 Royal Navy ratings - 17-28 W.R.N.S. (women) - 17 1/2-45 (3) Married women not living apart from their husbands and any woman who had living with her a child of her own under the age of 14 years were exempted from liability for call-up. (4) Women are not required to undertake combatant duties. No woman called up for service could be required to use any lethal weapon, or to take part in the actual use of any lethal weapon unless she signified in writing her willingness to do so. (5) Members of the Women's Auxiliary Services are paid approximately 2/3 of the rate for men of similar rank, and employment with certain allowances in addition to pay at the same rate as men. (6) Are approximately 2/3 of those for comparable men. (7) There are no child-birth benefits for women who are required to leave the services on becoming pregnant. Under the National Insurance Scheme, a woman is eligible for the full maternity benefits admissible to a civilian. (8) The incorporation of the Women's Auxiliary Services in the regular services is not yet complete. (9) Directions were not issued to women under 18 or over 50 years of age, or those with young children living with them. (10) Married women or women aged 46 or over were not directed to take employment which involved leaving home.
UNITED STATES OF AMERICA	Yes	No	Yes	No see obs. (1)	Yes	Not applicable to voluntary service.	No see obs. (2)	Yes see obs. (3)	Yes generally	Yes		No	No	Not applicable					No	(1) At present basic enlistment ages for women are 18 to 35 years. Voluntary enlistments for men begin at 17 years. (2) The Secretary of each department of the Armed Services prescribes the kind of military duty to which the female personnel may be assigned. Women in the Armed Services are not to be assigned to combat duties; typically they have been assigned to professional, clerical, technical and scientific duties, according to their qualifications and training. (3) Except that male personnel get military allowances for their wives and children, but female personnel do not, unless their husband or children are in fact dependent on their wives and mothers for their support.	
URUGUAY	No, see obs.	No										Yes	No	The question has not arisen						No	Women are only employed in the health service as nurses, hospital attendants and clerks; in the quartermaster service as clerks and manual workers, and in the signal corps as clerks and wireless operators. In peacetime their service is subject to the law governing the General Budget of National Expenditure, but its various special branches may be used in the event of mobilization.
YUGOSLAVIA			---see obs.---										Compulsory labour does not exist either for men or women								The law on the military service of the citizens of the Federal People's Republic of Yugoslavia makes no provision for equal military duties of men and women.

CHAPTER III - JURY SERVICE

Country	1. Are Women :			Do women serve on juries under the same conditions as men with regard to:		Do some cases require an exclusively female jury or a proportionate representation of women on the jury,	Observations
	a) allowed to serve on juries	b) compelled to serve on juries	c) eligible for civil and for criminal juries	a) qualifications, disqualifications and exemptions	b) any other discrimination or special treatment		
<u>AUSTRALIA</u> Commonwealth	No, not under the Australian Capital Territory Jurisdiction Ordinance.						
New South Wales	No		No			Yes - see obs.	A jury of matrons should be impanelled and sworn to try the question whether a woman convicted and sentenced to death is quick with child if the question is raised.
Queensland	Yes - see obs. (1)		Yes,	Yes, see obs. (1)	Yes, see obs. (2)	No	(1) Women who notify the authorities that they desire to serve as jurors shall be liable to such service, but will be exempted if they are unfit to attend as jurors "for medical reasons". (2) A female juror receives approximately two-thirds of the payment awarded a male juror.
Tasmania	Yes	No	Yes	Yes	No	No	
Victoria	No		No			No	
Western Australia	No		No			No	
<u>BELGIUM</u>	Yes	No	Civil juries do not exist	No, see obs.	No, women are not obliged to serve	No	Jury service is compulsory for men who are included in the list, whereas women are exempted on request
<u>BOLIVIA</u>	See Obs.						There are no jurors except in cases involving the press. There are no provisions excluding women, but there are no women serving in fact.
<u>BRAZIL</u>	Yes	No	Civil juries do not exist	No	No	No	
<u>CANADA</u>	No trial by jury in Federal Courts						
Alberta _____	Yes _____	No _____	Yes _____	Yes _____	Yes _____	_____ No, but may be requested	(1) The relevant provisions are embodied in Consol. Statutes of Newfoundland (3rd series) Ch. 83 Part III, Sect. 97 in which "persons" shall mean "male persons". (2) The Act refers to "person" in general terms. The original view was that it applied to males only. The practice has been to consider it this way. It has never been put to test. Women are not excluded from jury service, but are not called upon.
British Columbia _____	Yes _____	No _____	Yes _____	Yes _____	_____	_____ No, but may be requested	
Manitoba _____	No _____	_____	_____	_____	_____	_____ No	
New Brunswick _____	No _____	_____	_____	_____	_____	_____ No	
Newfoundland _____	No see obs. (1):	No _____	No _____	_____	_____	_____ No	
Nova Scotia _____	There is no express prohibition see obs. (2)	No _____	_____	Yes _____	No _____	_____ No, but may be requested	
Ontario _____	No _____	_____	_____	_____	_____	_____ No	
Quebec _____	No _____	_____	_____	_____	_____	_____ No	
Saskatchewan _____	No _____	_____	_____	_____	_____	_____ No	
<u>CEYLON</u>	No	No				No	
<u>CZECHOSLOVAKIA</u>	Yes	Yes, subject to exceptions (see obs.)	Civil juries do not exist	No, see obs.	No	No	There are special exemption for women: A woman who is pregnant or who is caring for a child under 15 years of age, has the right to decline to serve on a jury.
<u>DENMARK</u>	Yes	Yes	Civil juries do not exist	Yes	No	No	
<u>DOMINICAN REPUBLIC</u>	Yes	No		Yes	No		
<u>EL SALVADOR</u>	Yes	No					Traditionally only men have served on juries hitherto.
<u>FRANCE</u>	Yes	Yes	Civil juries	Yes	No	No	
<u>GREECE</u>	No, see obs. (1)						(1) The prohibition is not express but implied in the legislative provisions.
<u>GUATEMALA</u>	See obs.			Yes			The jury system exists only for crimes and for offences committed in connection with the dissemination of thought by such means as radio, press, etc. Women may perform jury service in the same conditions as men but no woman has ever been chosen in practice to serve on a jury
<u>INDIA</u>	No - see obs.		Civil juries do not exist				In most of the States there is no system of trial by jury. But other States, e.g. Charkhari, Devas which have adopted the system, follow the law in force in the Provinces, which excludes women from jury service.
<u>MEXICO</u>	Yes - see obs.			Yes	No		Juries exist only for press offences and for offences against Federal laws.

Country	1. Are Women:			Do women serve on juries under the same conditions as men with regard to:		Do some cases require an exclusively female jury or a proportionate representation of women on the jury.	Observations
	a) allowed to serve on juries	b) compelled to serve on juries	c) eligible for civil and for criminal juries	a) qualifications, disqualifications and exemptions	b) any other discrimination or special treatment		
<u>NEW ZEALAND</u>	Yes, see obs. (1)	See obs. (1)	Yes.	Yes, see obs. (2)	No		(1) When a person's name is included in the list of persons qualified to serve on juries, that person is subject to compulsory service if his name is drawn in the ballot. In the case of men, enrolment if eligible and qualified is compulsory, but in the case of women, enrolment is voluntary. (2) Except as to minimum and maximum age which is 65 and 21 for men, and 60 and 25 for women.
<u>NORWAY</u>	Yes	Yes		Yes	No	Yes, in some cases, e.g. matrimonial, there are to be as many men as women	
<u>PAKISTAN</u>	No		Civil juries do not exist				
<u>SWEDEN</u>	Yes (see obs.)	Yes	No	Yes	No	No	Only the special juries that are employed in press libel actions can properly be called juries in the Anglo Saxon sense of the word.
<u>UNION OF SOUTH AFRICA</u>	Yes, see obs. (1)	No	Civil juries do not exist	No, see obs. (1)		Yes, see obs. (2)	(1) Women can serve only on juries consisting of women only. (2) A jury of women can only try cases in which accused persons, indicted before Superior Courts, are either women or persons under the age of 18 years, and have applied for trials by juries of women only. If the number of women jurors available is insufficient, then cases are tried by male juries.
<u>UNITED KINGDOM</u>	Yes	Yes, subject to exceptions (see obs. (1))	Yes	Yes, generally but see obs. (1)	No	Yes, see obs. (2)	(1) Women are entitled to apply for exemption on account of pregnancy or other feminine conditions or ailment; and except in Northern Ireland, by reason of the nature of evidence to be given or the nature of the issues to be tried. In Northern Ireland it is the practice to dispense with the services of women in the more unpleasant type of cases. (2) In England and Wales, the number of women selected for a panel must bear the same proportion, as near as may be, to the number of men on the panel as the total number of women on the jurors' book bears to the total number of men on the jurors' book. In Scotland the number of women and the number of men selected for a list of jurors (civil cases) or a list of assize (criminal cases) shall be as nearly as may be equal. In Northern Ireland, the selection of jurors is by alphabetical order, with a proviso that no more than half of the number of jurors shall be women. It is within the discretion of the judge or other person bearing a case to make an order that the jury shall be composed of men only or of women only.
<u>UNITED STATES OF AMERICA</u>	Yes, in both Federal and State Courts in 38 States, District of Columbia and 2 territories see obs. (1)	Yes, in 20 States on same basis as men. In a few States, additional grounds for excuse from duty are given to women	Yes, where eligible to serve on juries	Yes, except, see obs. (2)	No		(1) Federal juror qualifications uniform except as to grounds of incompetence: these are dependent on the law of the State where the Federal Court is being held. Because of this provision, women may not serve on federal juries in the 10 States which exclude them from jury service. (2) In 18 States, the District of Columbia, Alaska and Virgin Islands, optional grounds for release from duty are broader for women than for men, by reason of the voluntary basis of women's service in their jurisdictions.
<u>YUGOSLAVIA</u>	Yes, see obs. (1)	No, nor are men	Yes	Yes			(1) Jurors are elected. A system of jury as known in the West European and Anglo Saxon countries does not exist in Yugoslavia.