

UNITED NATIONS
ECONOMIC
AND
SOCIAL COUNCIL



GENERAL

E/CN.6/135
30 March 1950

ORIGINAL: ENGLISH

COMMISSION ON THE STATUS OF WOMEN
Fourth session

EQUAL PAY FOR EQUAL WORK

(Resolution of the Economic and Social Council)
242 D (IX)

(Memorandum by the Secretary-General)

1. At its third session, held in March - April 1949, the Commission on the Status of Women adopted a resolution^{1/} reaffirming its support of the principle of equal pay for equal work for men and women workers as stipulated in Article 23, paragraph 2 of the Universal Declaration of Human Rights.
2. Recognizing the International Labour Organisation as the specialized agency having particular responsibility for the development of international conventions and recommendations on this subject, the Commission on the Status of Women in this resolution, requested the Economic and Social Council to recommend that all Member States of the United Nations inform the International Labour Organisation of legislative measures taken to implement the principle of equal pay for equal work for men and women workers irrespective of race, nationality or religion, and to request the International Labour Organisation to include the following points in its study:

- "(a) Adoption of the principle of rate-for-the-job rather than rate-based-on-sex;
- "(b) Granting to women the same technical training and guidance, access to jobs, and promotion procedures as to men;
- "(c) Abolition of the legal or customary restrictions on the pay of women workers; and

1/ Document E/1316, Report of the Third Session of the Commission on the Status of Women, Chapter IX.

1/ (d) Provision
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"(d) Provision of measures to lighten the tasks that arise from women's home responsibilities, as well as the tasks relating to maternity."^{1/}

3. The Economic and Social Council on 1 August 1949 at its ninth session passed the following resolution:

"The Economic and Social Council,

"Noting the resolution on equal pay for equal work adopted by the Commission on the Status of Women at its third session,

"Noting that the question of equal remuneration for men and women workers for work of equal value has been placed on the agenda of the next session of the International Labour Conference, and

"Noting that in preparation for the consideration of this item by the International Labour Conference, the International Labour Office will shortly issue a report on equal remuneration for men and women workers of equal value, including the legislative measures taken to implement the principle of equal pay for equal work,

"Decides to transmit the part of the report of the third session of the Commission on the Status of Women dealing with the question of equal pay for equal work for men and women workers, together with the records of the discussions at the third session of the Commission and the ninth session of the Council on this subject, to the International Labour Organisation for its information and consideration in connexion with the action already initiated by the International Labour Organisation; and

"Requests the Secretary-General to transmit to the International Labour Organisation all other pertinent information, statements and documentation on this subject which have been or may be brought to his attention."^{2/}

4. On 19 September 1949 the Secretary-General communicated with the Director-General of the International Labour Office, drawing his attention to the above resolutions, and transmitting to him the following documents relating to the question of equal pay for equal work for men and women workers:

^{1/} Ibid., paragraph 36, page 13.

^{2/} Resolutions of ninth session of the Economic and Social Council, resolution 242 D (IX), page 40.

Report of the third session of the Commission on the Status of Women	E/1316	Chapter IX, paragraphs 35-36: The principle of equal pay for equal work for men and women workers
Documents of the third session of the Commission on the Status of Women	E/CN.6/87	Principle of equal pay for equal work for men and women workers, Memorandum by the Secretary-General. Draft resolution on equal pay for equal work: Union of Soviet Socialist Republics
	E/CN.6/100	Draft resolution on equal pay for equal work: United States of America
	E/CN.6/103	Draft resolution on equal pay for equal work: China
	E/CN.6/104	Parts of resolution of the Commission on equal pay for equal work
	E/CN.6/107	Resolution on equal pay for equal work adopted by the Commission on 28 and 29 March 1949
Records of the discussions at the third session of the Commission on the Status of Women	E/CN.6/SR.48	Meeting of 26 March 1949
	E/CN.6/SR.49	Meeting of 28 March 1949
	E/CN.6/SR.50	Meeting of 28 March 1949
	E/CN.6/SR.51	Meeting of 29 March 1949
	E/CN.6/SR.52	Meeting of 29 March 1949
Documents of the eighth session of the Economic and Social Council	E/1096	Principle of equal pay for equal work for men and women workers Memorandum by the Secretary-General
	E/1148	Draft resolution on equal pay for equal work: Union of Soviet Socialist Republics
	E/1149	Draft resolution on equal pay for equal work: United States of America
	E/1171	France: amendment to United States resolution (E/1149)
	E/1177	Council resolution of 18 February 1949: Principle of equal pay for equal work for men and women workers,

Records of discussions
of eighth session of the
Economic and Social Council

E/SR.236
E/SR.242
E/SR.243

Meeting of 14 February 1949
Meeting of 17 February 1949
Meeting of 18 February 1949

Documents of the ninth
session of the Economic
and Social Council

E/1463

Report of the Social
Committee: Section D on
equal pay for equal work
Resolutions of the Council
of 1 August 1949: report of
third session of the
Commission on the Status of
Women

E/1503

Records of discussions,
and working papers of
ninth session of the
Economic and Social
Council

E/SR.316
E/AC.7/W.84
E/AC.7/W.87
E/AC.7/W.87/
Rev.1.
E/AC.7/SR.102
E/AC.7/SR.104

Meeting of 1 August 1949
Meeting of 21 July 1949
(Social Committee)
Meeting of 22 July 1949
(Social Committee)
Meeting of 25 July 1949
(Social Committee)
Meeting of 25 July 1949
(Social Committee)
Meeting of 26 July 1949
(Social Committee)

Other pertinent
documentation

E/1075

Communication from the
American Federation of Labor
Communication from the
International Organization of
Employers

E/1131

Report of Council NGO

E/1165

Committee: Hearings of
category (a) organizations

E/1410

Council resolution of 8 July
1949: Report of the
International Labour
Organisation.

E/C.2/80

List of communications
received from non-governmental
organizations granted category
(b) or (c) consultative
status: Liaison Committee of
Women's International
Organizations.

E/C.2/93

List of Communications received
from non-governmental
organizations granted category
(b) or (c) consultative status:
International Alliance of
Women.

E/C.2/103

List of Communications received from non-governmental organizations granted category (b) or (c) consultative status:

Liaison Committee of Women's International Organization
 Women's International League for Peace and Freedom
 International Alliance of Women
 The National Association of Manufacturers
 International Federation of Friends of Young Women
 International Union of Catholic Woman Leagues

E/C.2/139

List of communications received from non-governmental organizations granted category (b) or (c) consultative status:
 Women's International Democratic Federation

E/C.2/161

Communication from the World Federation of Trade Unions
 21 March 1949

5. The Governing Body of the International Labour Office had decided at its 107th session held in December 1948 to place the question of equal remuneration for men and women workers for work of equal value on the agenda of the 33rd session of the International Labour Conference to be held in 1950^{1/}.
6. A report entitled "Equal Remuneration for Men and Women Workers for Work of Equal Value"^{2/} has been prepared by the International Labour Office and will be used as a basis for discussion at the forthcoming International Labour Conference. Copies of this report have been circulated to the Members of the Commission on the Status of Women.

^{1/} Document E/881/Rev.1, paragraph 5 page 3.

^{2/} See Report V (1) Equal Remuneration for Men and Women Workers for Work of Equal Value. International Labour Office Geneva, 1949.